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ABSTRACT

This report of the White House Conference on Families describes preparations for and the conduct of the National Conference and presents recommendations for action. After introductory material, the report traces in section two the development, adoption and ranking of the conference recommendations. Subsequently, recommendations made in four main areas of concern (promoting economic well-being, confronting specific problems of families, meeting the needs of families, and determining the role of major social institutions that influence family life) are listed. Minority reports by delegates representing racial and ethnic minorities as well as guidelines and contact persons for implementation and advocacy activities are also included in section two. The schedule of the activities of the conference; outcomes of national hearings; delegate selection procedures of the states; the convention of a research forum to provide a framework of factual information for the delegates; dimensions of contributions to the conference by business, government and the media; census data and Gallup Survey results are recounted in the third section. The fourth section provides an overview of the conference and brief reviews of events that took place at each of the three conference sites. Names and addresses of participants and delegates are listed. Related materials, including the alternative ranking of recommendations, are appended in section five. (Author/RH)

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WHITE HOUSE CONFERENCE ON FAMILIES

Listening to America's Families

Action For the 80's

The Report to The President, Congress and Families of the Nation

October, 1980

The White House Conference on Families
330 Independence Avenue, S.W.
Washington, D.C. 20201

PS 011984

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A Presidential Commitment

'I hope that we will come out of this conference with a reaffirmation of families as a fundamental building block of our society. I hope we will unite around a commitment to strengthen and not weaken families, to help and not hinder families, to lift families up and not drag them down.

"I want the conference to be a catalyst for a new awareness in the government which I head, and also in state and local governments throughout this nation, of the importance of families and the needs of families. A catalyst for a period of intense reassessment of programs and policies. Where government is helpful to families, let it be strengthened. Where government is harmful to families, let it be changed.

"This country is looking to you in this conference for constructive suggestions on how our society can help, not just government, but the entire society, in all its public and private aspects, how we jointly can help American families of all kinds. I hope that you will recommend specifically things that the government can do or stop doing in order to strengthen families, but I hope you will go much deeper. Look for creative and compassionate solutions to the problems of families that have already been presented by those hundreds of thousands of Americans, and those that will be presented to you, directly or indirectly, through these three conferences, and then consider who can best carry out your recommendations, or how those recommendations can be carried out.

"I will do all I can to ensure that your work does not end just as a report on the shelves in Washington. I'd like to remind you that in the past, there have been very few White House Conferences. When there have been White House Conferences, they have almost invariably spurred this country to major and constructive change.

"We can build an America where the powerful forces of inevitable change in a modern life don't endanger the basic structure of family life, but strengthen the foundation of family life. And we can build an America where the policies of our national life as a family grow out of the needs of millions of individual families that make up our great nation."

President Jimmy Carter
Baltimore, Maryland
June 5, 1980

National Advisory Committee:

Guiding the Process

The White House Conference on Families was guided by a 40-member National Advisory Committee consisting of 21 men and 19 women, ages 18 to 66, representing diverse racial, ethnic, and political backgrounds. It included persons with expertise in economics, health, law, education, psychology, welfare, and family policy, as well as leaders in business, religious, labor, social service and neighborhood organizations.

Chairperson

Jim Guy Tucker, Little Rock, Arkansas. Former Attorney General and U.S. Representative from Arkansas. Currently, partner in the Little Rock law firm of Tucker and Stafford, and Washington, D.C. law firm of Lobel, Novins and Lamont.

Deputy Chairpersons

Mario M. Cuomo, New York, New York. Lieutenant Governor of New York.

Guadalupe Gibson, San Antonio, Texas. Associate Professor, Worden School of Social Service, Our Lady of the Lake University.

Coretta Scott King, Atlanta, Georgia. President, Martin Luther King Center for Social Change.

Maryann Mahaffey, Detroit, Michigan. President Pro Tem, Detroit City Council; and Professor, School of Social Work, Wayne State University.

Donald V. Seibert, New York, New York. Chairman and Chief Executive Officer, J. C. Penney Company, Inc.

President and Mrs. Carter greet the National Advisory Committee at the White House after their first meeting in July, 1979.

Members

James A. Autry, Des Moines, Iowa. Vice President, and Editor-in-Chief, Meredith Corporation.

Charles D. Bannerman, Greenville, Mississippi. Chairman, Delta Foundation; and Director, Mississippi Action for Community Education.

Jeanne Cahill, Atlanta, Georgia. President, Cahill Properties, Inc.

Bettye Caldwell, Little Rock, Arkansas. Professor and Director, Center for Early Development and Education, University of Arkansas.

Ramona Carlin, Smolan, Kansas. First Lady of Kansas.

Gloria Chavez, Los Angeles, California. President, United Neighborhood Organization, Federation of East Los Angeles.

Leon F. Cook, Minneapolis, Minnesota. President, American Indian Resource Services.

Mary Cline Detrick, Elgin, Illinois. National staff member, Church of the Brethren.

Manuel Diaz, Jr., New York, New York. Associate Professor, Fordham University Graduate School of Social Service.

Ruby Duncan, Las Vegas, Nevada. Founder and Executive Director, Operation Life.

Karen Fenton, Missoula, Montana. Director, Human Resources Development Program, Confederated Salish and Kootenai Tribes.

Norman S. Fenton, Tucson, Arizona. Presiding Judge, Pima County Conciliation Court.

Robert B. Hill, Washington, D.C. Director of Research, National Urban League.

Robert L. Hill, Portland, Oregon. Chairman, Metropolitan Youth Commission.

Charlotte G. Holstein, Syracuse, New York. President, Loretto Geriatric Center; Chair, Committee on Jewish Family, AJC.

Harry N. Hollis, Jr., Nashville, Tennessee, Director, Family and Special Moral Concerns, Christian Life Commission, Southern Baptist Convention.

Jesse Jackson, Chicago, Illinois. National President, Operation PUSH.

A. Sidney Johnson, III, Bethesda, Maryland. Founder and Director, Family Impact Seminar, George Washington University.

Michael M. Karl, M.D., St. Louis, Missouri. Professor of Clinical Medicine, Washington University.

Judith Koberna, Cleveland, Ohio. Vice-President, Buckeye-Woodland Community Organization.

Olga M. Madar, Detroit, Michigan. President Emeritus, Coalition of Labor Union Women.

Harriette P. McAdoo, Columbia, Maryand. Professor, School of Social Work, Howard University.

Georgia L. McMurray, New York, New York. Deputy General Director, Community Service Society of New York.

Patsy Mink, Waipahu, Hawaii. National President, Americans for Democratic Action.

Rashey B. Moten, Kansas City, Missouri. Executive Director, Kansas City Catholic Charities.

Richard J. Neuhaus, New York, New York. Associate Pastor, Trinity Church; Editor, *Worldview.*

Robert M. Rice, Parkridge, New Jersey. Director of Policy Analysis and Development, Family Service Association of America.

Ildaura Murillo-Rohde, Seattle, Washington. Professor and Associate Dean, School of Nursing, University of Washington; President, Coalition of Hispanic Mental Health and Human Service Organizations.

Hirsch L. Silverman, West Orange, New Jersey. Chairman, Department of Education Administration, Seton Hall University.

Eleanor C. Smeal, Pittsburgh, Pennsylvania. President, National Organization for Women.

Barbara B. Smith, Salt Lake City, Utah. General President, Relief Society, Church of Jesus Christ of Latter-Day Saints.

J. Francis Stafford, Baltimore, Maryland, Auxiliary Bishop, Archdiocese of Baltimore; Chairman, Bishops Committee on Marriage and Family.

J. C. Turner, Washington, D.C. President, International Union of Operating Engineers, AFL-CIO.

Harold Yee, San Francisco, California. Director, Asia, Inc.

Chairman's Message:

Agenda for Action

America is rediscovering its families. Our government, media, and other large institutions are remembering what most Americans never forgot—we live in families. President Carter called this Conference because he believed "official America had lost touch with family America." He felt that a gap had developed in the way government and other major institutions make decisions, that there was no conscious concern for how those decisions help, hurt or ignore families. As a result, we have policies which undermine family stability, programs intended to help families but which hurt them instead, and many efforts which do not serve families as well as they could because they ignore family ties and influences.

A Year of Listening and Involvement

The President sought to close this gap by bringing together scholars, public officials, leaders of religious and community groups and, most important, American families themselves in the first White House Conference on Families. He directed us to "reach out" and listen to ordinary American families. We have taken the Conference to the people in 14 days of national hearings, and 500 forums and conferences at the state and community level. We have done this not in one conference in Washington, but three White House Conferences in Baltimore, Minneapolis, and Los Angeles. This approach is far more open, poses greater risks and insures more controversy, but it also permitted us to tap deep and genuine feelings about the strengths and difficulties of American families and to lay the groundwork for practical action to strengthen and support families.

"This year of listening and involvement far exceeded our expectations."

The results of this year of listening and involvement far exceeded our expectations:

- More than 2,000 individuals came forth to share their personal stories and family concerns at our fourteen days of hearings in places like Hartford, Nashville, Seattle and Linsborg, Kansas.
- More than 125,000 Americans joined in selecting delegates and

issues in 500 state forums, hearings and conferences.

- Many of the nation's best minds shared their insights at our National Research Forum on Families in Washington.
- A cross-section of American families spoke out through the first comprehensive national poll on families conducted by the Gallup Organization.
- Two thousand delegates at three White House Conferences worked together to hammer out an agenda for families.
- A National Task Force of more than 100 Conference representatives summarized the delegates' proposals and began the task of converting words to action.

What We've Learned

We've discovered that Americans care passionately about their families. Families are our most important institution, the glue that holds this society together. No alternative can replace it or improve on it.

We learned that families are under unprecedented economic, social and even political pressures—and that our major institutions are too often a source of these pressures. Many families are overcoming them and prevailing. Many others are struggling and some have been overwhelmed and broken.

We've learned that our families are enormously diverse — regionally, racially, ethnically and structurally. Discrimination and poverty intensify the pressures facing families, but all families are finding it more difficult to cope with contemporary challenges. At the same time, we've learned that families of different races, regions and backgrounds share values and commitments of love, support, fidelity and responsibility toward their families.

We've learned that people are unwilling to put up with the continued neglect and harm to our families that come from thoughtless action and misdirected policies within our major social institutions. Families are moving from apathy to anger to action. They insist on changes in unresponsive and insensitive policies.

> **"Being present at a gathering of such a large group of individuals whose concern is the welfare of the family gives me hope for the future and confidence that the family will endure. My sons are too young to appreciate the significance of this conference but, in time, they will be proud that their father had a role in it."**
>
> Edwin V. Gadecki, South Burlington, Vermont

An Agenda for Action

Finally, we've learned that families agree far more than they disagree on how to make our institutions more sensitive to their needs. By overwhelming margins, they are challenging business and labor to consider new policies and practices in the workplace to reduce the conflict between responsibilities as parents and employees. They want to take a hard look at flexible job schedules, more sensitive leave and transfer policies, child care at the workplace and other family-oriented personnel policies.

They strongly support increased efforts to prevent and treat drug and alcohol abuse, a major threat to family stability. They want specific changes in our Social Security and health policies to encour-

age care of elderly and disabled persons by their families rather than by strangers in institutions. They want to put an end to the unintended but still destructive tax, welfare, health and other governmental policies which discriminate against marriage and help break up families. They are insisting that government explicitly examine the impact of laws, rules and programs on the strength of families. They support greater assistance support for families with handicapped members and great recognition and equity for women who choose to be full-time homemakers.

> **"Families agree far more than they disagree on how to make our institutions more sensitive to their needs."**

They are also calling for the media to be more supportive of family values and stop over-emphasizing sex, violence and stereotypes. They strongly support efforts to combat racism, discrimination in employment and housing, and unemployment. They are calling for increased efforts to combat family violence and adolescent pregnancy. They support a variety of child care options. They want changes in our courts to diminish conflict and increase sensitivity. They are called for family life education and a real partnership between parents and teachers. In short, they want to replace the lip service families have been receiving with changes in policy which put families at the center of decision making. They want to trade rhetoric for genuine action.

This agenda comes not from some book or study, but from the voices and votes of thousands of Americans. It will disappoint those on both political extremes who use "family" as a new ideological code word. It will also disappoint those who predicted that the Conference would produce only conflict and dissension. It will surely disappoint those who said ordinary people could not discuss these issues because they were too complex or emotional. These proposals came from the most open process ever tried in a White House Conference. More than 80 percent of the delegates were selected by the states; many were elected. This Conference insisted that racial minorities and the poor had to be involved and that family professionals could not outnumber the people they serve.

This report is not the product of an elite Washington task force or blue ribbon committee. It did not spring forth from some government bureau or academic think tank. And it shows. It's not as tidy or carefully balanced as the traditional final report. Our footnotes and tables won't compare with the conventional conference analysis. But this Conference has felt and reflected the fears, passions and hopes of thousands of people.

Overcoming Fears

When we began our work some felt that WHCF would just be an exercise in nostalgia, ignoring changes in families and our society. Others felt we would seek to redefine the family and focus on extremes and aberrations. Still others felt the Conference could be a springboard for increased governmental intrusion into family life or

a platform for destructive ideological conflict.

Those fears have been dissolved by the realities of this Conference. This Conference dealt with the situation of family life today; it reflected both the tensions and opportunities of our time and society. We did not focus on the bizarre or extreme. We did not redefine the family. Thanks to the good sense and good will of most of those who participated, we found broad areas of agreement which cut across racial, religious, political and ideological lines. The Conference reflected the divisions and tensions in the country on abortion and other difficult issues, but it also demonstrated the consensus that exists for new directions in personnel policies, elimination of the bias against families in the nation's tax, social security and health policies, and greater support for families with handicapped members and full-time homemakers.

While some partisan interests sought to polarize the Conference, the overwhelming number of delegates found ways to work together and forge a creative agenda for families, an agenda which does not mean more government interference or regulation of family life. No one wants government in our bedrooms or nurseries telling us who's a good husband or a good mother. Government can't love a child or comfort an ill or aged parent. But we can't ignore the real influence of government in our lives. If a family pays taxes, sends their children to public school, pays into or receives assistance from social security or is involved in any health or human needs program, or has been touched by divorce, adoption or foster care, then government touches that family. Our task is to insure that when government touches our families, it *helps* instead of *hurts* — that it *supports* instead of *undermines*.

> **"Yes something good can come out of the White House Conference on Families and I believe it has. Not perfect and not unanimous but basically supportive of families."**
>
> Reverend Bob Blumer
> South Carolina Delegate

The tensions within this Conference were real. Minorities feared they would be excluded and their issues ignored. Thanks to the hard work of a variety of coalitions, enforcement of non-discrimination and affirmative action requirements and appointments by Governors and the WHCF, racial and ethnic minorities were represented at levels greater than their presence in the population. Their concerns about discrimination, jobs, housing, and respect for cultural differences received broad support from the delegates. The delegates understood that racism and discrimination undermine millions of families.

Some feared that concerns for traditional families would be ignored and their issues would be overwhelmed by professionals in family service. Their voice and votes were heard. A traditional definition of a family was the only definition adopted, and their concerns about recognition for full-time homemakers, the insensitivity of government, the preoccupation of media with sex and violence, and the problems of drug and alcohol abuse became high priorities for the Conference.

In short, no organized interest was able to dominate the Confer-

ences. This obviously disappointed the lobbies of the far right and far left. The majority of delegates were moderates, anxious to avoid the labels, rigid programs and predetermined agendas of ideological activists. With their votes, they sent a very simple message: Families matter. They are the center of our individual lives and the foundation of our common life as a society. Most of us do not live in a vacuum, but live our lives in the warm and challenging embrace of our families.

Basic Values

> **"Our task is to insure that when government touches our families, it *helps* instead of *hurts* — that it *supports* instead of *undermines*."**

In this report, you will find the recommendations of the delegates. They set forth a new policy toward families in our land; I think that policy reflects several basic shared values.

1. **Reality.** Their proposals are based on the realities of family life today. They firmly reject the pundits who say families are dying or unimportant. They also reject those who want to ignore the changes and new pressures affecting families. Most families are neither "the Waltons" or some version of a counter-culture commune; policies designed for either one will fail. A family policy must be based on facts, not wishful thinking or overblown projections of change.
2. **Confidence.** The delegates believe there is a enormous strength and vitality in American families. They refuse to be paralyzed by the problems or preoccupied with pathologies. There are enormous resources of strength and self-help within families.
3. **Compassion.** The delegates recognize that a variety of pressures are undermining families — racism, discrimination, insensitive institutions, economic and social stress. They expect government and other institutions to assist families overwhelmed by these pressures. They reject the notion that government is all good or all bad. They understand that government has a responsibility where other institutions fail or where simple justice demands it.
4. **Sensitivity.** At a minimum, they want government and other major institutions to stop hurting families. They want to remove the biases in policy which work against families in their struggles to cope with today's challenges. They want to replace neglect with an active concern for strengthening families.
5. **Pluralism.** Delegates understand the regional, racial, ethnic and religious diversity of this country. They support a pluralism which recognizes and appreciates cultural differences. For example, Hispanic families want their extended families and their cultural traditions seen as a real support for families. This respect for differences does not and cannot obscure the shared values which unite families across regional, racial and religious lines.
6. **Choice.** They want families to choose what's best for them, not resign themselves to choices forced on them by government policy or other pressures. A woman should be able to choose a career in the home or outside the home, based on her needs and the needs of her

family, not as a result of economic pressures or a lack of opportunity. A handicapped family member should be free to pursue his or her goals, not limited by patronizing attitudes or policies which reinforce dependence. Likewise, an aging parent should choose a living situation based on personal needs and desires of family, not on the quirks of federal financial incentives.

7. Empowerment. Families must find vehicles to speak out and insure accountability from decision makers. Institutions — whether media, government and business — need to hear and need their voices.

8. Commitment. The delegates understand that the effort to replace neglect with sensitivity will be a difficult one requiring changes in attitudes, policies and programs. Commited advocates are required to cut through the ideological crossfire and rhetorical lip service to ensure that change really takes place.

From Words to Action

There is a lot of talk these days about who is "pro-family." It doesn't matter who captures the name, who gets the headlines or who raises more money. It doesn't matter whose campaign it helps or what organization grows. What really matters is whether policies change, whether decisions take into account what happens to families. If you want to know who is "pro-family," look beyond the rhetoric and ask who is really at work at the crucial proposals made by the delegates to the White House Conference on Families.

The results of this Conference are only now beginning to emerge. The signs of action on the marriage tax penalty is an indication of renewed concern for families. The growing coverage of family issues in the media is another. The high levels of activity in the religious community is a major plus for families. The growing interest of the business community and labor movement in family-oriented personnel policies are signals of a real opportunity for families. Even the competition over families by political interest groups, political parties and candidates reflects an opportunity.

This opportunity could be lost, however, in a denial of the realities of family life today, in a nostalgic search for easy answers, in a sensational focus on the most bizarre and extreme, or a bitter partisan and idological conflict over families. But our success this summer bodes well for this rediscovery of families. The greatest danger is that families could be a passing fad in policy, a new code word for old solutions or shift in rhetoric with no change in policy. That is why our Conference did not end in Los Angeles last July and that is why the President and Congress urged us to set aside a significant, though limited, amount of our budget for a follow-up period of implementation and advocacy.

The next six months can begin, but *only* begin, the task of changing attitudes, policies and practices. This Report to the President and Congress is not a conclusion but a turning point. We are turning from listening, recommending and deciding, to acting on what we've heard, advocating what's been recommended and implementing what's been decided.

This will not be easy:

1. We will have to communicate effectively the results of this Conference and its proposals for action to both decision makers and the general public.
2. We will have to pull together allies from different backgrounds to form an ongoing force for families.
3. We will have to identify structures and strategies both inside and outside government to continue to advocate for change.
4. We will have to challenge business, labor, religious groups, media, foundations, social services and other major institutions to re-examine their policies and practices which ignore or undermine families.
5. We will have to build on American instincts of compassion, self-help and innovation to build new mechanisms to support families.
6. We will have to mobilize American families themselves to speak out against the insensitivity which too often pervades the halls of government and the attitudes of decision-makers.

We will work just as hard to change attitudes and policies as we have worked to gather the views and proposals of so many families.

"Change will take place because of this conference. We may not know when it will happen, we may not even be able to see it, but it will occur.
Joyce Turner, New York Delegate

Opening session of WHCF in Baltimore.

A Tribute

In closing I want to pay tribute to the people who made this conference possible.

To President Carter who had the vision to call this Conference, the courage to see it through and the good sense to involve families themselves.

To our National Advisory Committee who guided this effort and gave so generously their time and energy to insure its success. Their commitment to the shared values of families, despite different backgrounds and beliefs, made this Conference work.

To the WHCF staff whose endless hours of hard and competent work made it happen.

To the Governors and State Coordinators who, with little time and no federal money, made this conference come alive in the 500 forums and conferences at the state level.

To the delegates who had the good judgement and good will to find areas of agreement that constitute a real agenda of action for families.

And most important, to the more than 125,000 Americans and their families who participated in the Conference and demonstrated how important and overdue this attempt to strengthen and support our families really is.

I would be unable to place the White House Conference on Families into proper perspective without paying a special tribute to its very able executive director, John L. Carr. In addition to contributing a deep commitment and sensitivity to the concerns of American families, John brought to the Conference superb qualities of leadership and management matched only by his insatiable appetite for hard work. His organizational skills and sense of direction made the Conference go. And finally, but no less important, he never lost his sense of humor.

With the continued hard work of all these people and others who share their commitment to families, I am confident that this coming decade will see the issues affecting American families take center stage in American public life.

"The greatest danger is that families could be a passing fad in policy, a new code work for old solutions or shift in rhetoric with no change in policy."

WHCF Executive Director John L. Carr and Chairperson Jim Guy Tucker

A Personal Note

This year of listening has been an extraordinary experience for me personally. In my previous eight years in elected office as a prosecuting attorney, state attorney general and member of the U.S. Congress, I cannot remember a single witness coming before a government forum to discuss the impact of a law, rule or case on the strength and stability of families. They talked about the economic, racial, political dimensions of issues, what interest group or region of the country would be affected, but not once about how families would be affected as families. That tells us something of the neglect and ignorance we have to overcome.

I also remember coming out of twelve hours of our WHCF hearings in Nashville, Tennessee after listening to case after case of insensitivity or neglect toward families. I picked up a newspaper and read about a major controversy in Tennessee—how the Tellico Dam project had been halted out of concern for the snail darter, a two-inch-long fish. I thought then how ironic it was that a fish had more rights and respect in government decision making than our families currently have. I hope these personal experiences will be seen as legacies of a bygone era which is giving way to a new commitment to support and strengthen our families. I cannot believe that a humane society which wisely acts, and sometimes sacrifices, to protect the habitat of animal species, will fail to act and make similar sacrifices to protect the natural environment of the human species—our families.

Jim Guy Tucker
Chairperson
White House Conference on Families
Little Rock, Arkansas
September 12, 1980

"Somewhere between the views of the extreme conservatives (who believe government has no business in family matters) and the extreme liberals (who want everything done for the family by the government), we are trying to find as many helpful answers to family problems as possible.
Letter to the editor,
Killdeer (N. Dakota) Herald"

WHITE HOUSE CONFERENCE ON FAMILIES

II Recommendations and Strategies for Action

Recommendations

How They Developed
How They Ranked
Who Adopted Them

From the outset, developing an agenda to strengthen and support families was the basic Conference objective. All the hearings, state forums and national activities focused on this goal, with the Conference agenda itself drawn directly from the top concerns expressed by the states. While the Conference format was designed to help delegates develop, refine and choose recommendations, no one could anticipate the outcome. Some predicted only dissension and conflict. Others expected only vague generalities.

> **"The usefulness of the conference lies not in disagreements over controversial topics, but in agreements on less exciting issues."**
> *Bend (Ore.) Bulletin*

To the surprise of many, the delegates reached broad agreement on a wide range of specific proposals to change our nation's laws, policies and programs. Three-fourths of the delegates agreed on three-fourths of the recommendations. Thirty-four proposals were adopted at all three Conferences, effectively dismissing fears about the multi-Conference format fragmenting the national view. The proposals called for major changes in the way our government and other institutions treat families, and pinpointed those areas where the changes should take place.

Top Recommendations

The top recommendations adopted at all three Conferences and ranked by percentage of "Yes" votes were these:

1. A call for family-oriented personnel policies — flextime, leave policies, shared and part-time jobs, transfer policies. (92.7%)
2. New efforts to prevent alcohol and drug abuse — education and media initiatives. (92.7%)
3. Major changes in the tax code to eliminate the marriage tax penalty, revise inheritance taxes, and recognize homemakers. (92.1%)
4. Tax policies to encourage home care of aging and handicapped persons. (92.0%)
5. Greater assistance to families with a handicapped member — tax credits, financial help, etc. (91%)
6. A call for systematic analysis of all laws, regulations and rules for their impact on families. (90.4%)

7. Efforts to increase public awareness and sensitivity towards persons with handicapping conditions. (90.1%)
8. Government efforts to assist handicapped persons — enforce existing laws, etc. (89.8%)
9. Encourage independence and home care for aging persons—tax incentives, housing programs. (89%)
10. More equitable economic treatment of full-time homemakers—Social Security changes, programs for displaced homemakers. (87.4%)
11. Reform of Social Security — eliminate biases against families, marriage, homemakers. (84.9%)
12. Increased pressure on media to curb excess violence, sex, stereotypes. (83.4%)
13. Increased efforts to combat employment discrimination. (83%)
14. Support for family violence prevention efforts services. (82%)
15. Involvement of families in improved family support services and self-help efforts. (81.5%)
16. Support for full employment — implement Humphrey-Hawkins Act, job creation efforts. (81.4%)
17. Development of coherent energy and inflation policy. (79.4%)
18. Promote and support a variety of child care choices — home, community and center based care and parental choice. (79%)
19. Improved tax incentives for family housing. (78.3%)
20. Increased efforts to prevent and deal with adolescent pregnancy. (77.9%)

A more complete and detailed ranking of all the Conference recommendations is found on the accompanying chart.

> **"When I was twelve years old my mother went to work full time because my father became unemployed. The family situation became very tense, very uptight and frustrating. There was little or no time for us kids spent with mom and dad. Often dad brought his frustrations home to us and was easily angry."**
> Anita Ringo, 15-year-old, Detroit Hearing

These top recommendations and the others adopted by the delegates parallel quite closely the results of the Gallup Survey on American Families. They wear no ideological blinders. They will please and displease partisans of both the far right and far left. While attacking the evils of alcoholism, drug abuse and pornography, they call for real changes to make our economic life and tax system more fair. While strongly supporting increased child care assistance, they call for new efforts to recognize the social and economic contributions of homemakers. Those whose major concern is political labels will find this White House Conference an enormous frustration.

Who Were The Delegates?

> **"It was a magnificent experience. I've been recalling the whole diversity of the people I worked with, argued against and listened to. I've gotten this whole new set of insights that will blossom over time."**
> Rabbi Nicholas L. Behrmann, *Baltimore Sun*

The 2,000 delegates to the White House Conference on Families came from every state and U.S. territory and every walk of life. They were farmers, school teachers, homemakers and family care professionals all sharing a deep concern for American families.

Almost 1,600 were chosen at the state level, 310 were appointed at large, 55 were state coordinators, and 40 were members of the WHCF'sNational Advisory Committee.

Following guidelines adopted by the NAC on September 7, 1979, states nominated delegates through a unique combination of peer selection and gubernatorial selection, with a minimum of 30 percent selected by each method. During state activities, 125,000 persons took part in selecting who would speak for them and what concerns would be addressed.

The 310 at-large delegates were chosen to fill gaps in areas significantly under-represented in state delegations — a process traditionally used by White House Conferences to supplement the delegate mix up. Criteria included adequate representation of racial and ethnic minorities, national organizations, and individuals with demonstrated expertise. The NAC also mandated that not more than half of all the delegates could be professionals in family fields or services. Only one of the 310 at-large delegates, for example, was an official of the federal government.

The delegates reflected the diversity of this country to a remarkable degree. The vast majority (more than 70%) were married with children; thirteen percent were single parents. There were more women (60%) than men (40%) and significant numbers of delegates were over 50 years of age (14%) and under 30 (10%). More than a quarter of the delegates came from racial and ethnic minority communities. More than 14% were Black, 7.3% were Hispanic, 2% were Native American and 2% were Asian Americans. More than 10% came from families with incomes under $8,000 a year. One of every twenty delegates (5%) had a handicapping condition. Professionals in family service (40%) were far outnumbered by people who did not earn their living serving families (60%). They were conservatives, liberals, and moderates, from small towns and big cities, from every religious background and cultural identity.

> **"I asked my son Patrick, 'What makes a family strong?' He said, 'Families that put up the Christmas tree together.'"**
> Kay McGowan, Detroit Hearing

How They Developed The Recommendations

The delegates came together in Baltimore, Minneapolis and Los Angeles to face the challenging task of producing a set of comprehensive recommendations in less than three days. They had plenty of raw material to work from — 7 national hearings, 5,000 state recommendations, national organization recommendations, the Gallup Survey results, and their own expertise and experience.All these Conference materials and issues had been organized into a broad framework under four major topics and twenty issue groups:

In essence, the process involved the movement of recommendations through three groups of delegates workgroups of 30-40 persons, topic sessions of about 125-175 persons, and plenary meetings of the entire Conference.

Workgroups: Prior to the Conferences, delegates were assigned to one of twenty small groups on the basis of their own preferences. Using recommendations from the state meeting and the experience of their members, the workgroups were responsible for developing three recommendations in a specific area under one of four topic umbrellas. On Thursday evening, the workgroup members became acquainted with each other and the Conference procedures and informally discussed their respective issues. No votes or motions were taken. On Friday morning, the small groups reconvened to

Topics and Issues

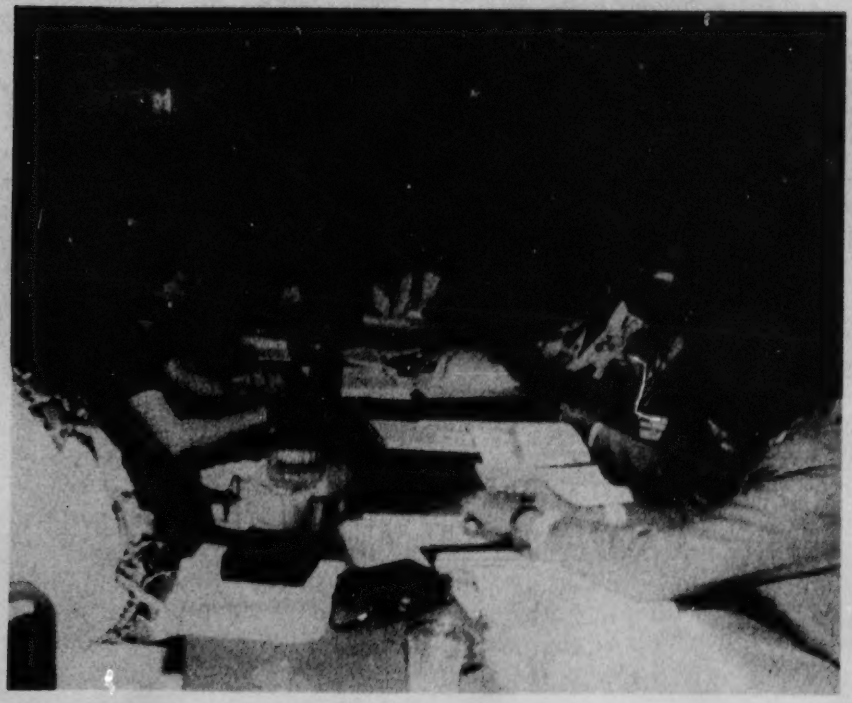
- **Families and Economic Well-Being**
  1. Economic Pressures
  2. Families and the Workplace
  3. Tax Policies
  4. Income Security
  5. Status of Homemakers
- **Families: Challenges and Responsibilities**
  6. Preparation for Marriage and Family Life
  7. Specific Supports for Families
  8. Parents and Children
  9. Family Violence
  10. Substance Abuse
  11. Aging and Families
- **Families and Human Needs**
  12. Education
  13. Health
  14. Housing
  15. Child Care
  16. Handicapping Conditions
- **Families and Major Institutions**
  17. Government
  18. Media
  19. Community Institutions
  20. Law

develop, discuss, adopt and prioritize recommendations. The recommendations had to be "germane"—directly related to the subject of the workgroup. At this point, amendments were considered and discussion moved between those favoring and those opposing a recommendation or amendment. At the end of the session, the workgroup selected the top three recommendations by written ballot from among those receiving a majority vote. The next step for the three recommendations was one of the four Topic Sessions.

Topic Sessions: The four Topic groups, made up of 127-175 persons, met Friday afternoon at each Conference to review and vote on the recommendations from each of the workgroups in their area, with equal time given each workgroup. The three recommendations from the workgroups were considered first, then amendments. Each of the four topic groups sent a maximum of three recommendations from each workgroup to the plenary session.

Voting Plenary Session: The voting plenary — final step of the recommendation process—convened Saturday morning, with time equally divided between the four topics. Speakers for and against the recommendations were selected at random. Delegates then voted on the recommendations by written ballot indicating whether they agreed strongly or moderately or disagreed strongly or moderately. A total of 166 recommendations which came from the Topic Sessions were approved in the plenary session at the three Conferences. Nine were defeated by votes of the Conference.

> **"The delegates seemed determined not to let the more emotional and political issues that dominated many of the state conferences obscure their more critical concerns."**
> *The Boston Globe*



How to Use the Materials on the Recommendations

In the pages which follow are summaries of the recommendations which were adopted in each issue area. The summary statements were developed and reviewed by the 115-member Task Force in August. They highlight the major proposals outlined in a group of recommendations. They describe points of agreement on recommendations as well as indicate areas of difference among the three Conferences. They make no attempt to reconcile policy differences that appear among recommendations.

The summaries are accompanied by the full text of all recommendations in chart form. There are charts for each of the twenty workgroups. These charts have been organized to show the similarities and/or differences among recommendations adopted at the three Conferences. They provide an across-the-board look at the voting in Baltimore.

The recommendations are presented by issue under the appropriate major topic area. In cases where recommendations dealing with the same or similar topics were adopted by more than one workgroup, they are grouped together to provide a complete listing of all recommendations on a particular subject.

Read the chart horizontally to determine what each Conference said on a particular issue. Within the charts are contained the following pieces of information:

- The **Conference** at which the recommendation was adopted (e.g., Baltimore in the left column, Minneapolis in the middle and Los Angeles in the right column).
- The **number** of the recommendations at the Conference. This is listd as ID # ___.
- The **workgroup** which originally passed the recommendation. This is listed in abbreviated form above the recommendation using the abbreviations in the accompanying table.
- The **subject** that the recommendation(s) deals with (e.g., Full Employment).
- The actual **vote** count (e.g., 450 (yes)—150 (no)).
- The **percentage** of those voting "yes" based on the total number of votes cast for that particular recommendation (e.g., 90%).
- The **rank** of the recommendation according to the total number of yes votes. This rank is within each Conference (e.g., Rank: 25 out of 60).

Recommendations that cover more than one issue may appear in a second workgroup. In no case, however, has the original wording been changed. The complete text of every recommendation adopted at the Conference is included in the charts, although they may have been broken into sections for clarity.

New Directions

These recommendations and their presentation in this report reflect the open and intense process that they came from. They appear in original, unedited form. They are frequently more practical than eloquent, more general than detailed, but in their direction and specifics they point to clear and major changes in policies affecting families. With a surprising level of agreement from a very diverse group of delegates, they point to a real opportunity for progress through legislative and institutional action to eliminate the indifference and insensitivity which have too often characterized the approach of our major institutions toward families.

The Issue Groups

Econ Pres	Economic Pressures
Work	Family and Work
Tax	Tax Policies
In Sec	Income Security for Families
Home	Status of Homemakers
PMFC	Preparation for Marriage and Family Life
SSF	Specific Supports for Families
P&C	Parents and Children
FV	Family Violence
SA	Substance Abuse
Ag	Aging and Families
Ed	Education
Hea	Health
Hous	Housing
Ch Ca	Child Care
Hand	Handicapping Conditions
Gov	Government
Med	Media
Com In	Community Institutions
Law	Law and the Judicial System

Ranking of Recommendations

> "These strong families make a strong nation. Isn't a strong family policy just as important as a strong defense policy?"
> Sharon Bailey, Denver Hearing

This chart reflects the level of support for specific proposals across all three Conferences is a Conference recommendation. The vast majority of recommendations passed by margins of more than 3-1.

This ranking process is based on the charts viewed and adopted by the National Task Force. It assumes that recommendations adopted at all three Conferences rank higher than those adopted at two, which rank higher than those adopted at only one. Recommendations adopted by the same number of Conferences are ranked on the basis of the percentage of "yes" votes compared to "no" votes. Where a specific proposal is made in several recommendations, the total yes and no votes are added and the overall percentage is used. In each item ranked, the recommendation number and Conference are listed in abbreviated form (B-Baltimore, M-Minneapolis, L-Los Angeles). Because of the complexities of three groups of delegates adopting different sets of recommendations, this chart can only approximate the priorities of delegates.

Recommendations Adopted at All Three Conferences

Ranked by Percent of Yes Votes at Conferences

Rank	Subject	Percent Approved
1.	A Call for Family-Oriented Personnel Policies — flextime, better leave policies, shared and part-time jobs, transfer policies. *(B 5; M 4; LA 4)*	92.7
2.	New Efforts to Prevent Alcohol and Drug Abuse — education and media initiatives. *(28; M 28; LA 28)*	92.7
3.	Major Changes in Tax Code — eliminate the marriage tax penalty, revise inheritance taxes, recognize homemakers. *(B 8, 15; M 7, 9, 15; LA 8, 9, 13)*	92.1
4.	Tax policies to Encourage Home Care of Aging and Handicapped persons. *(B 33, 15, 32, 46, 48, 33; M 30, 13, 8, 44; LA 31, 9, 47)*	92.0
5.	Greater Assistance to Families with a Handicapped Member — tax credits, financial help, etc. *(B 46; M 44; LA 47)*	91.0
6.	A Call for Systematic Analysis of All Laws, Regulations and Rules for Their Impact on Families. *(B 47; M 45; LA 48)*	90.4
7.	Efforts to Increase Public Awareness and Sensitivity Towards Persons with Handicapping Conditions. *(B 50; M 49; LA 50)*	90.1
8.	Government Efforts to Assist Handicapped Persons — enforce existing laws, etc. *(B 48; M 46; LA 47, 46)*	89.8
9.	Encourage Independence and Home Care for Aging Persons — tax incentives, housing programs. *(B 32; M 30, 32; LA 31, 32)*	98.0
10.	More Equitable Economic Treatment of Full-Time Homemakers — Social Security changes, displaced homemakers programs. *(B 14; M 14; LA 10)*	87.4
11.	Reform of Social Security — eliminate bias toward families, marriage, homemakers. *(B 11, 31; M 31; LA 10)*	84.9
12.	Increased Pressure on Media to Curb Excess Violence, Sex, Stereotypes — grievances, rating system, pornography, FCC actions. *(B 54; M 53, 54; LA 53, 52)*	83.4
13.	Increased Efforts to Combat Employment Discrimination. *(B 3, 5; M 3, 5; LA 1, 5)*	83.0

14. **Support for Family Violence Prevention Efforts and Services.** 82.0
(B 25, 26; M 25; LA 25)

15. **Involvement of Families in Improved Support Services and Self Help Efforts.** 81.5
(B 19; M 19; LA 20)

16. **Support for Full Employment — implement Humphrey-Hawkins Act, job creation effort.** 81.4
(B 1, 4, 12; M 2, 6, 12; LA 6)

17. **Development of Coherent Energy and Inflation Policy.** 79.4
(B 2; M 1; LA 2)

18. **Promote and Support a Variety of Child Care Choices — home, community and center based, parental choice.** 79.0
(B 44; M 42; LA 44, 45)

19. **Improved Tax Incentives for Housing.** 78.3
(B 40, 33; M 40; LA 40)

20. **Increased Efforts to Prevent and Deal with Adolescent Pregnancy** 77.9
(B 23; M 22; LA 23)

21. **Increased Child Care Funding.** 76.6
(B 43; M 42; LA 44)

22. **Indexing of Income Taxes.** 75.7
(B 9; M 8; LA 9)

23. **Adequate Welfare Assistance to Families — eliminate provisions which require fathers to leave home, etc.** 75.6
(B 31; M 10; LA 11)

24. **Support for Family Tax Credits — savings plans, etc.** 75.0
(B 7; M 8; LA 7)

25. **Increased Family Life Education** 74.8
(B 16; M 17, 18; LA 16, 17, 18)

26. **Family Services and Special Needs — nuclear, extended, single-parent, military families, etc.)** 74.6
(B 20; M 21; LA 19, 21)

27. **Tax Incentives to Provide Child Care — increased tax credit to parents, new incentives to employers.** 73.7
(B 7; M 42, 8; LA 43, 7)

28. **Increased Housing Subsidies** 72.8
(B 40; M 40; LA 40)

29. **Call for Media Programming More Supportive of Families — less violence, sex, stereotypes.** 72.1
(B 53; M 52; LA 54)

30. **Supports for Families from Private Sector and Religious Community.** 72.0
(B 20; M 54; LA 57)

31. **Improve Fair Housing Laws and Enforcement — no discrimination against families with children, race, creed, sex, etc.)** 69.7
(B 41; M 39; LA 42)

32. **Support Ratification of ERA** 67.3
(B 49, 6; M 3; LA 49, 5)

33. **Increased Community Participation and Use of Community Resources.** 62.0
(B 49; M 50; LA 51)

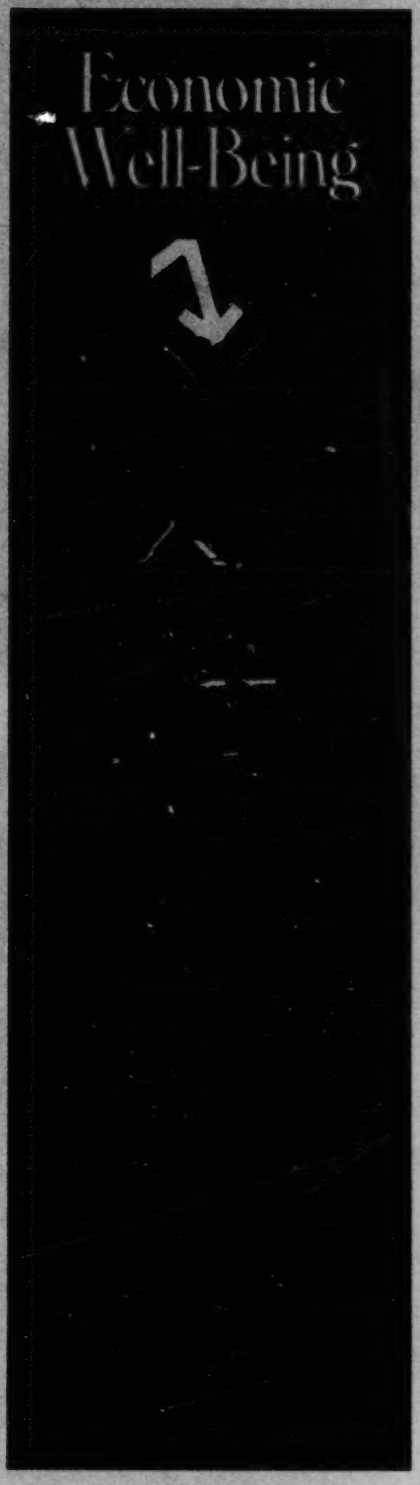
34. **Improved Parent Child Relations.** 61.2
(B 24; M 24; LA 24)

Recommendations Adopted at Two Conferences

Rank	Subject	Percent Approved
1.	Positive Recognition of Homemakers. *(B 13; M 13)*	94.2
2.	Tax Incentives for Family-Oriented Work Policies. *(M 4; LA 4)*	91.3
3.	Legal Sensitivity to Families — joint custody, out of home placement, cultural differences, etc. *(B 58; LA 60)*	90.4
4.	Conciliation and Mediation in Family Disputes. *(B 59; LA 59)*	90.0
5.	Call for Family Courts. *(B 60; LA 58)*	89.6
6.	Parent/School Partnership in Education — increased parental involvement. *(B 34; LA 34)*	87.0
7.	Combat Racism and Discrimination. *(B 51; M 56)*	86.0
8.	Treatment Services for Substance Abuse. *(B 29; LA 30)*	83.1
9.	Support for Health Prevention Efforts and National Health Insurance. *(B 38; LA 37)*	82.8
10.	Increased Media Efforts to Combat Substance Abuse. *(M 29; LA 29)*	81.6
11.	Call for Inflation Policies Focused on Food, Health, Housing, Energy. *(B 2; M 1, 11)*	77.6
12.	Support for Family Impact Statements and Commissions. *(B 21; M 20)*	76.0
13.	Improved Licensing and Training in Child Care. *(B 45; M 41)*	76.0
14.	Child Care Incentives for Business — tax credits. *(M 42; LA 43)*	71.9
15.	Support for Family Planning and Choice on Abortion. *(B 39, 49, 56; LA 38)*	64.4

Recommendations Adopted at One Conference

Rank	Subject	Percent Approved
1.	Increased Funding of Substance Abuse Programs. *(B 30)*	93.0
2.	Pass Domestic Violence Act. *(B 27)*	92.0
3.	Improved Neighborhood Preservation Efforts. *(B 42)*	91.0
4.	Comprehensive Health Care. *(B 37)*	91.0
5.	Promote Community Education. *(LA 35)*	88.0
6.	Support of Voluntary Sector. *(LA 55, 22)*	87.0
7.	Awareness of Diversity of Aged. *(LA 33)*	87.0
8.	Increase Liquor Tax and Drinking Age. *(M 27)*	86.0
9.	Encourage Self-Esteem and Respect for Cultural Differences. *(LA 26)*	83.0
10.	Support Equal Educational Opportunity and Bilingual and Bicultural Education. *(B 36)*	81.0
11.	Support for Children. *(LA 56)*	81.0
12.	Increase Educational Funding. *(B 35)*	79.0
13.	End Tobacco Supports and Curb Hazardous Substances. *(LA 39)*	79.0
14.	Promote Legal Equality of Sexes. *(LA 27)*	77.0
15.	Government Provision of Basic Needs. *(B 51)*	72.0
16.	Center for the Study of Prevention of Family Problems. *(B 18)*	71.0
17.	End Restrictive Zoning. *(B 41)*	71.0
18.	Study Positive Family Functioning and Office for Families. *(M 16)*	66.0
19.	Family Farms and Corporate Policies. *(LA 3)*	65.0
20.	Federal Commission on Family Violence. *(M 26)*	64.0
21.	Definition of Family. *(M 52, 50)*	53.0
22.	Oppose Secular Humanism. *(M 55)*	52.0
23.	Support for Choice on Abortion, ERA and Non-Discrimination Efforts. *(B 49)*	50.0



Issues:

Economic Pressures

Economic pressures on American families were reflected in the recommendations adopted at each Conference on full employment, inflation, and employment discrimination. Compared with other concerns, there was a remarkable degree of consensus on these proposals.

Full Employment: Large majorities of the delegates called for government and private commitment to achieve full employment; to implement the Humphrey-Hawkins Act; to attack joblessness among minorities, women, and youth; and to increase training, career counseling, vocational education, and other services. Delegates at Baltimore and Minneapolis called for support for adequate transportation to connect rural and city people with job markets.

Inflation: More than three-fourths of the delegates voted that special emphasis on inflation be given to the cost of food, health care, energy, and housing. Delegates opposed anti-inflation efforts at the expense of human services and opposed attempting to slow inflation by increasing unemployment. They also called for a coherent energy policy, support of mass transit, a comprehensive national health care program, and lower interest rates to enable families to buy homes and meet other family needs.

Employment Discrimination: All three Conferences called for vigorous enforcement of existing laws concerning affirmative action programs, equal pay for equal work, and called for vigorous efforts to combat sexual harrassment and all forms of discrimination in employment based on race, color, national origin, sex, age, religion and disability. All three Conferences urged federal, state, and local governments to explore ways to define and support equal pay for comparable work. They also called for ratification of the Equal Rights Amendment. In addition, delegates in Baltimore proposed special services to support family enterprises. One Conference urged more stringent enforcement of current anti-trust legislation and improvement of anti-trust laws to control monopolized industries from taking over family businesses and thus relieve pressure on family farms.

Full Employment

Recommendations Compared

Baltimore Conference

ID No. 1; Recommending Group: Econ Pres; Conference Vote: 307-83 (86% yes); Recommendation Rank: 35

- It is imperative that all branches of government strengthen and enforce existing legislation on programs of full employment.
- Each person should have the opportunity to obtain a job which provides a feeling of usefulness and dignity at wages sufficient to support a decent standard of living.
- The Humphrey-Hawkins Act must be implemented – not ignored.
- Teenagers, minorities, women, all unemployed and under-employed must have specifically targeted programs, initiated and carried out by government and industry to assure full employment.

ID No. 4; Recommending Group: Work; Conference Vote: 323-60 (90% yes); Recommendation Rank: 29

Full employment is essential to the economic and general well-being of families.

- It can be assisted through government policy, such as enunciated in the Humphrey-Hawkins Act. Citizen groups and government agencies should monitor effective enforcement of these policies.
- Career counseling, career development, vocational education, and personnel manpower training especially targeted at the unemployed or under-employed need to be redirected and expanded to reflect current needs and expected developments in employment. This should be done through cooperative efforts of industry, labor, community groups and government.
- Adequate public transportation to connect rural and city people with job markets should be addressed.

Minneapolis Conference

ID No. 2; Recommending Group: Econ Pres; Conference Vote: 334-115 (74% yes); Recommendation Rank: 41

- It is imperative that all branches of government strengthen and enforce legislation on programs of full employment.
- Each person should have the opportunity to obtain a job which provides a feeling of usefulness and dignity at wages sufficient to support a decent standard of living.
- The Humphrey-Hawkins Act must be implemented – not ignored.
- Teenagers, minorities, women, all unemployed and under-employed must have specifically targeted programs, initiated and carried out by government and industry to assure full employment.

ID No. 6; Recommending Group: Work; Conference Vote: 339-103 (77% yes); Recommendation Rank: 39

Full employment is essential to the economic and general well-being of families.

- The Humphrey-Hawkins Act (of 1978) should be implemented. Citizen groups, unions and government agencies should monitor effective enforcement of this act and like policies.
- Career counseling, career development, vocational education, and personnel manpower training especially targeted at the unemployed or under-employed need to be redirected and expanded to reflect current needs and expected developments in employment. This should be done through cooperative efforts of industry, labor, community groups and government.
- There must be adequate public transportation to connect rural and city people with job markets.

Los Angeles Conference

ID No. 6; Recommending Group: Work; Conference Vote: 368-126 (74% yes); Recommendation Rank: 45

Recommend programs for full employment in the U.S.:

- Commence implementation of the Humphrey-Hawkins Full Employment and Balance Growth Act.
- Increase number of women, especially Hispanic, Black, Asian, Native Americans and other ethnic minority women in non-traditional higher paying job training and apprenticeship programs.
- Develop massive employment programs for youth, particularly ethnic minority youth – the most severely unemployed.
- Requiring full implementation of affirmative action policies in these programs.
- Equal pay for equal work.

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 12; Recommending Group: Inc Sec; Conference Vote: 520-59 (90% yes); Recommendation Rank: 32	*ID No. 12; Recommending Group: Inc Sec; Conference Vote: 322-121 (73% yes); Recommendation Rank: 44*	*No Recommendations*
• Full employment opportunity should be supported by the Government through the private and public sector toward the support of self-sufficiency and which favors total government dependency.	• Coordinated private and public programs should provide families an opportunity to earn their incomes.	
• Appropriate preventive comprehensive supportive services ought to be available including appropriate access services enhancing upward mobility, such as transportation, child care, etc.	• Business and industry should be stimulated to prepare jobs for people, make people job-ready, and arrange the necessary benefits so they can take them (child care, health, counseling).	
	• Public programs should focus on training children so they are prepared to be earners, assure that consumers of public programs are not penalized for taking jobs by reducing essential benefits.	
• The provision of supportive services should be non-punitive and should build on strengths in the family and other voluntary and informal support systems and should be achieved through a partnership arrangement between the public and voluntary and nonprofit sector.		
	• The federal government shall provide jobs to all people who cannot otherwise find employment.	

Inflation

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 2; Recommending Group: Econ Pres; Conference Vote: 457-132 (78% yes); Recommendation Rank: 48	*ID No. 1; Recommending Group: Econ Pres; Conference Vote: 349-100 (78% yes); Recommendation Rank: 38*	*ID No. 2; Recommending Group: Econ Pres; Conference Vote: 402-82 (83% yes); Recommendation Rank: 30*
Since inflation is one of the most destructive elements affecting families, we move that government anti-inflation policies should place special emphasis on components that hit families hardest: food, health, energy and housing.	Since inflation is one of the most destructive elements affecting families, we move that government anti-inflation policies should place special emphasis on components that hit families hardest: food, health, energy and housing.	
Federal, state and local governments should support a coherent energy program, including all energy sources,	Federal, state and local governments should support a coherent energy program, including all energy sources,	Inasmuch as many families are hard pressed to pay increasing prices for gas, oil and heating fuel, the WHCF strongly recommends that the federal government adopt a comprehensive national energy policy including priority for private and government efforts to find effective, safe alternative energy sources.
• and support for mass transit,	• and support for mass transit,	
• comprehensive national health program,	• comprehensive national health program,	
• and lower interest rates to enable families to buy homes and to meet other family needs.	• and lower interest rates to enable families to buy homes and to meet other family needs.	
• Anti-inflation programs should not be at the expense of human services such as employment, housing and welfare. Government should refrain from policies that cause unemployment in order to slow the economy and control inflation.	• Anti-inflation programs should not be at the expense of human services such as employment, housing and welfare. Government should refrain from policies that cause unemployment in order to slow the economy and control inflation.	

Baltimore Conference

ID No. 9; Recommending Group: Tax; Conference Vote: 297-286 (51% yes); Recommendation Rank: 56

[redacted]

[redacted] recommend that the President propose and/or the Congress enact legislation which would adjust the federal personal income tax rates and brackets to avoid the inflation penalty. With the current level of inflation and high prospects of a long-term inflation trend, this adjustment must be substantial. Such action would also correct the unlegislated increase in tax burden on families.

Minneapolis Conference

ID No. 11; Recommending Group: Inc Sec; Conference Vote: 398-41 (91% yes); Recommendation Rank: 22

Since inflation is the biggest threat to the income security of all families, the federal government should pursue anti-inflation policies and strategies that place special emphasis on components that hit families the hardest and where inflation rates are highest: food, interest rates, health, energy, housing.

Such policies and strategies should not place the burden of controlling inflation on any one social or economic group.

Los Angeles Conference

No Recommendations

See also "Tax Policy"

Family Farm And Corporate Policies

Recommendations Compared

Baltimore Conference

No Recommendations

Minneapolis Conference

No Recommendations

Los Angeles Conference

ID No. 3; Recommending Group: Econ Pres; Conference Vote: 317-167 (65% yes); Recommendation Rank: 55

Huge corporations with their endless sources of capital are the source of much of the economic pressures on families today. They have caused the demise of many traditional family businesses. The family farm, that has to feed our nation and much of the world, with its high efficiency will soon be eliminated. The result of this trend has forced the husband and wife, in many cases, to seek other employment, that might be less conducive to family harmony. Therefore, we recommend more stringent enforcement of current antitrust legislation and improvement of antitrust laws to control monopolization industries.

Employment Discrimination

Recommendations Compared

Baltimore Conference

ID No. 3; Recommending Group: Econ Pres; Conference Vote: 540-49 (92% yes); Recommendation Rank: 14

Federal, state and local governments should take positive steps to improve the employment situation by:

- The vigorous enforcement of existing legislation prohibiting racial, sexual and age discrimination in employment, such as:
  - The Civil Rights Act
  - Age Discrimination in Employment Act
  - And other affirmative action programs.

ID No. 5; Recommending Group: Work; Conference Vote: 569-21 (96% yes); Recommendation Rank: 3

- We urge effective monitoring and implementation of laws concerning fair employment practice in accordance with legislative intent, emphasizing improved enforcement procedures against discrimination in employment (based on race, color, national origin, sex, age, religion, and disability) such as:
  - affirmative action,
  - equal pay for equal work,
  - employee development and promotion,
  - and prohibition of sexual harassment,
  - that federal, state and local governments be urged to explore ways to define and support equal pay for comparable work.
- We urge the White House and the states to do everything possible to ensure ratification of ERA.

Related Recommendations: Other recommendations dealing with the Equal Rights Amendment are found in "Government."

Minneapolis Conference

ID No. 3; Recommending Group: Econ Pres; Conference Vote: 316-133 (70% yes); Recommendation Rank: 46

- We urge the effective monitoring and vigorous enforcement of existing legislation and enactment of additional legislation prohibiting all forms of discrimination and harassment in employment,
- Affirmative action programs,
- Equal pay for comparable work and
- Ratification of the Equal Rights Amendment are necessary to end discrimination. (Other recommendations dealing with ERA are found in "Government.")
- The establishment of special services in the Small Business Administration for the encouragement and financing of family enterprises; and
- Participation in the development of comprehensive adult training centers under adult education programs for family members who are unemployed or underemployed and providing adequate financial support to families attending such centers.

ID No. 5; Recommending Group: Work; Conference Vote: 395-53 (80% yes); Recommendation Rank: 24

- Recommend effective monitoring and implementation of laws concerning fair employment practice in accordance with legislative intent, emphasizing improved enforcement procedures against discrimination in employment based on race, color, national origin, sex, age, religion, and disability such as:
  - affirmative action,
  - equal pay for equal work,
  - employee development and promotion,
  - and prohibition of sexual harassment,
  - that federal, state and local governments be urged to explore ways to define and support equal pay for comparable work.

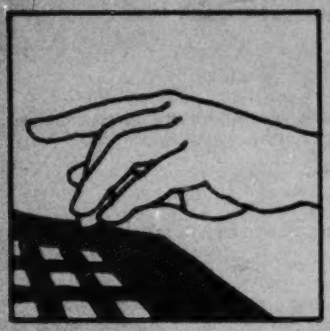
Los Angeles Conference

ID No. 1; Recommending Group: Econ Pres; Conference Vote: 373-115 (76% yes); Recommendation Rank: 42

- We urge the effective monitoring and vigorous enforcement of existing legislation prohibiting all forms of discrimination and harassment in employment,
- And affirmative action programs,
- And equal pay for comparable work.
- Where a pattern of non-compliance is evident, federal funds should be withheld until a plan for compliance is negotiated and implemented.

ID No. 5; Recommending Group: Work; Conference Vote: 340-146 (70% yes); Recommendation Rank: 50

- Recommend effective monitoring and implementation of laws concerning fair employment practice in accordance with legislative intent, emphasizing improved enforcement procedures against discrimination in employment based on race, color, national origin, sex, age, religion, and disability such as:
  - affirmative action,
  - equal pay for equal work,
  - employee development and promotion,
  - and prohibition of sexual harassment,
  - that federal, state and local governments be urged to explore ways to define and support equal pay for comparable work.
- We urge the White House and the states to do everything possible to ensure ratification of ERA.



Issues:

Families and Work

Delegates to the White House Conference on Families were united in strong support of employer personnel policies being made more sensitive and responsive to the needs of family life.

More than 90% of the delegates approved recommendations that creative work arrangements be offered such as flextime, job-sharing programs, flexible leave policies for both sexes, part-time jobs with prorated pay and benefits, and dependent care options, including child care centers.

In Baltimore and Los Angeles the delegates recognized the need for family-oriented personnel policies and called on business, labor and government to join in an effort to establish such policies. The Minneapolis delegates urged industry to initiate these policies, stressed the need for industry to be more concerned about the needs of employees with family responsibilities and called for voluntary overtime. In Minneapolis and Los Angeles, delegates urged that federal, state and local governments provide tax incentives to encourage employers to develop new work policies that are more sensitive and responsive to the needs of employees and their families.

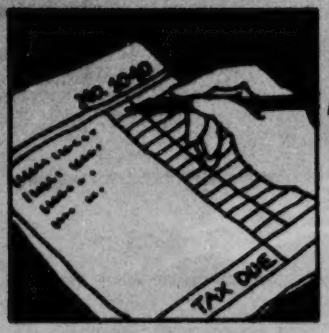
Other issues which touch on work, including employment policy and discrimination, are found in the "Economic Pressures" section.

> **"It's to business's advantage to help the family. Because if they don't work well in the family situation, they aren't going to work well on the job."**
>
> Dick Connors, Vice President, Control Data Corporation,. Detroit Hearing

Personnel Policies

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 5; Recommending Group: Work; Conference Vote: 569-21 (96% yes); Recommendation Rank: 3	*ID No. 4; Recommending Group: Work; Conference Vote: 406-40 (91% yes); Recommendation Rank: 17*	*ID No. 4; Recommending Group: Work; Conference Vote: 433-49 (90% yes); Recommendation Rank: 11*
[illegible]	[illegible]	[illegible]
• job sharing programs	• shared time jobs with pro-rated benefits	• job sharing programs
• [illegible]	• [illegible]	• [illegible]
• dependent care options	• child care centers	• dependent care options
• [illegible]	• [illegible]	• [illegible]
Additionally, employers should recognize the possible adverse effects of relocation on families so that they may provide support and options.		
	• [illegible]	
	Federal, state and local government should provide tax incentives to encourage employers to adopt these policies.	Federal, state and local tax incentives to encourage employers to adopt these policies should be encouraged.



Issues:

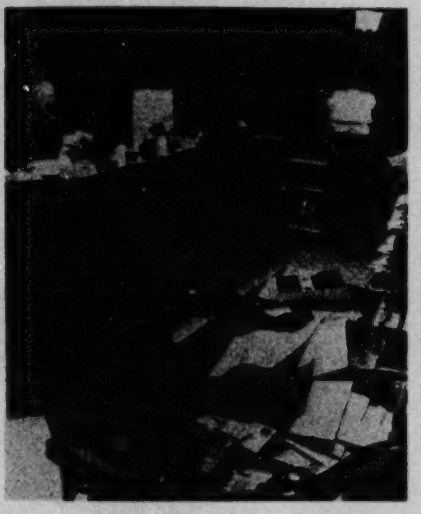
Tax Policies

Delegates at all three Conferences supported a wide range of changes in the federal tax code to provide incentives or benefits to assist families. More than 90% of the delegates at each Conference called for elimination of the marriage tax penalty by permitting two earner married couples the option of filing tax returns as single individuals or filing joint tax returns. Another recommendation that received more than 90% delegate support called for tax incentives to families for home care of elderly or disabled family members. Home care incentives ranked among the top ten recommendations at each Conference.

Elimination of the inheritance tax on assets passed to surviving spouses and/or other family members also ranked among the top 10 recommendations in Baltimore and Los Angeles and received at least 90% delegate support at all three Conferences. Eighty-eight percent of the Minneapolis delegates recommended abolishing the federal estate tax of estates valued under one million dollars when these estates are inherited by spouses and/or their children. Delegates further recommended that special consideration be given to the inflated value of farmland.

> **"It is inconsistent to express concern for the family while at the same time imposing a 'marriage tax.' To paraphrase — money speaks louder than words."**
>
> David and Angela Boyter, Washington, D.C. Hearing

Recommendations that passed at all three Conferences, but ranked lower in levels of support, concerned tax deductions for special family savings accounts, expanded Earned Income Tax Credits, a double day care tax credit for an elderly or handicapped dependent, additional exemptions for birth or adoption of a child, and a tax credit for full time homemaking. Also recommended at each Conference were tax incentives for businesses sponsoring child care services and increased child care tax credits for working parents from 20% to 35%.



All three Conferences called for tax incentives for home owners, providers, lenders, builders, and the private sector to ensure decent, affordable and energy-efficient housing. Delegates at each Conference expressed their concern about the increasing rate of inflation and its burdensome effect on personal income taxes. At Minneapolis and Los Angeles, more than 90% of the delegates adopted a recommendation calling for indexing of personal income taxes. Baltimore

delegates called for tax adjustments to avoid the inflation penalty. In Los Angeles, the delegates urged greater support for the voluntary sector by providing additional tax benefits for volunteer work and charitable contributions.

Marriage Penalty

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 8; Recommending Group: Tax; Conference Vote: 560-24 (95% yes); Recommendation Rank: 4	*ID No. 7; Recommending Group: Tax; Conference Vote: 431-15 (96% yes); Recommendation Rank: 15*	*ID No. 8; Recommending Group: Tax; Conference Vote: 483-36 (93% yes); Recommendation Rank: 9*
President propose and/or Congress enact legislation:	President propose and/or Congress enact legislation:	In order to preserve the financial stability of the family:
• to provide for equitable taxation of two-worker married couples		
• the elimination of the marriage penalty	• to eliminate the marriage penalty for two worker married couples.	• the marriage penalty tax should be eliminated
• permitting married individuals the option of using the tax rate for single individuals.	• The aggregate tax paid by a married couple with dual incomes should be no greater than the aggregate tax paid by two single individuals with similar adjusted gross incomes and deductions.	• by allowing married couples to elect to file income taxes either jointly or separately.
	• the present aggregation principle for one wage-earner married couples be maintained intact.	
	ID No.15; Recommending Group: Home; Conference Vote: 395-21 (95% yes); Recommendation Rank: 25	*ID No. 9; Recommending Group: Tax; Conference Vote: 435-48 (90% yes); Recommendation Rank: 10*
	Revised IRS laws to provide: removal of the marriage penalty for the two earner married couples.	Revise tax code to encourage procedures strengthening the American families: allowing married couples to choose to file jointly or separately without penalty.
		ID No.13; Recommending Group: Home; Conference Vote: 424-49 (87% yes); Recommendation Rank: 16
		Tax code reform to eliminate discrimination against the family. . .
		• The removal of tax penalties on two earner couples
		[Remaining portions of this recommendation can be found in: Tax/Inheritance Tax; Home/Tax Policies and Homemakers; Tax/Marriage Penalty.]

Tax Policies For The Care Of Aging And Handicapped

Recommendations Compared

Baltimore Conference

ID No. 33; Recommending Group: Ag; Conference Vote: 353-36 (93% yes); Recommendation Rank: 8

To revise the tax laws to benefit families who care for and keep the elderly in their own homes which provides:

- a tax incentive for a household that includes a person 65 years of age or older

ID No. 15; Recommending Group: Home; Conference Vote: 358-26 (96% yes); Recommendation Rank: 5

- additional tax exemption for homemakers providing primary care for pre-school, handicapped, and/or elderly family members in the home

ID No. 32; Recommending Group: Ag; Conference Vote: 372-22 (96% yes); Recommendation Rank: 2

- To encourage home care support alternatives to institutionalization and promote choice for families and the elderly, we recommend:

- tax benefits to cover costs incurred for homemaker services, day care, night care, transportation and appropriate home improvement, etc.

Minneapolis Conference

ID No. 30; Recommending Group: Ag; Conference Vote: 455-112 (80% yes); Recommendation Rank: 8

Public policy should support choice among living arrangements for elderly whether independent, familial or institutional.

- Federal and state government should encourage options by such fiscal measures as tax credits to households with dependent members 65 and over, low income subsidies and direct government aid.

ID No. 15; Recommending Group: Home; Conference Vote: 395-21 (95% yes); Recommendation Rank: 25

- additional tax exemption for homemakers providing primary care for handicapped, and/or elderly family members in the home.

ID No. 8; Recommending Group: Tax; Conference Vote: 406-32 (93% yes); Recommendation Rank: 18

- a tax credit of $400 adjusted annually for inflation for any adult family member earning no taxable income who cares for at least one dependent child, disabled adult or dependent elderly living in the home [Remaining portions of this recommendation can be found in: Tax/Indexing; Tax/Tax Policies and Child Care; Tax/Tax Policies for Families.]

Los Angeles Conference

ID No. 31; Recommending Group: Ag; Conference Vote: 407-36 (92% yes); Recommendation Rank: 25

Incentives should be made available to families and other individuals to encourage them to provide ongoing care to the elderly by:

- tax deductions or income supplements.

ID No. 9; Recommending Group: Tax; Conference Vote: 435-48 (90% yes); Recommendation Rank: 10

- tax credit for home care of elderly or infirm.

Baltimore Conference

ID No. 46; Recommending Group: Hand;
Conference Vote: 534-26 (95% yes);
Recommendation Rank: 18

- tax credits to encourage families to care for disabled members of all ages at home
[Remaining portions of this recommendation can be found in: Hand/Independent Living.]

ID No. 48; Recommending Group: Hand;
Conference Vote: 526-33 (95% yes);
Recommendation Rank: 26

- tax credits for families caring for handicapped persons, i.e., housing, equipment, personal care, adoption

ID No. 33; Recommending Group: Hand;
Conference Vote: 553-36 (94% yes);
Recommendation Rank: 8

- study the effect of how family support is considered in determination of income eligibility for the elderly to participate in programs.

Minneapolis Conference

ID No. 44; Recommending Group: Hand;
Conference Vote: 487-68 (88% yes);
Recommendation Rank: 6

- tax credits to encourage families to care for disabled members of all ages at home
[Remaining portions of this recommendation can be found in: Hand/Independent Living.]

Los Angeles Conference

ID No. 47; Recommending Group: Hand;
Conference Vote: 446-51 (90% yes);
Recommendation Rank: 5

- refundable tax credits for families caring for handicapped persons, e.g., housing, equipment, personal care, adoption
[Remaining portions of this recommendation can be found in: Hand/Independent Living; Hand/Government Policies; Tax/Tax Policies for the Care of the Aging and Handicapped.]

Inheritance Tax

Recommendations Compared

Baltimore Conference

ID No. 15; Recommending Group: Home;
Conference Vote: 558-26 (96% yes);
Recommendation Rank: 5

Revise IRS laws to provide:

- elimination of the inheritance tax for spouses.

Minneapolis Conference

ID No. 14; Recommending Group: Home;
Conference Vote: 373-44 (95% yes);
Recommendation Rank: 31

Revise IRS laws to provide:

- elimination of the inheritance tax for spouses.

Los Angeles Conference

ID No. 9; Recommending Group: Tax;
Conference Vote: 435-48 (90% yes);
Recommendation Rank: 10

Revise tax code to encourage procedures strengthening the American families:

- eliminate inheritance tax on assets passing to family members.

Baltimore Conference

Minneapolis Conference

ID No. 9; Recommending Group: Tax;
Conference Vote: 387-53 (88% yes);
Recommendation Rank: 28

President [illegible] Congress enact legislation:

- to abolish federal estate tax of estates valued under 1 million dollars when inherited by spouses and/or their children.

- Furthermore, special consideration must be given to the inflated value of farmland.

Los Angeles Conference

ID No. 8; Recommending Group: Tax;
Conference Vote: 438-36 (93% yes);
Recommendation Rank: 9

In order to preserve family farms/ranches society:

- inheritance taxes among family members should be revised at state and federal levels to increase the level of exemptions presently allowable. So the surviving family members may own, operate and maintain small businesses and family farms.

ID No. 13; Recommending Group: Home;
Conference Vote: 424-49 (90% yes);
Recommendation Rank: 16

- elimination of state and federal inheritance estate and gift taxes for spouses and survivors to facilitate continuing operation of the family businesses and farms.

Tax Policies For Families

Recommendations Compared

Baltimore Conference

ID No. 7; Recommending Group: Tax;
Conference Vote: 318-268 (54% yes);
Recommendation Rank: 53

President and Congress should encourage family responsibilities and functions through:

- additional first year exemption for birth or adoption of a child

- double day care credit for handicapped or elderly dependent without existing taxpayer work requirement

- expand Earned Income Tax Credit to benefit families with children up to the BLS lower living standard

- deductions for Family Responsibility Savings Accounts for:

— [illegible] education, handicapped dependent's care, first home purchase, retirement of family members regardless of work history

Minneapolis Conference

In addition to any dependency exemption provided by a law, a taxpayer may receive

[Remaining portions of this recommendation can be found in Tax/Tax Policies for the Care of Aging and Handicapped; Tax/Tax Policies for Families; Tax/Tax Policies and Child Care; Tax/Indexing.]

- Tax deductions for family savings plans

- Tax relief for taxpayers incurring educational expenses for dependents or themselves beyond the high school level.

ID No. 15; Recommending Group: Home;
Conference Vote: 395-21 (95% yes);
Recommendation Rank: 25

Revise IRS laws to provide:

Tax credit for full time homemaking.

Los Angeles Conference

The policy of all branches of federal and state government shall be to use income tax credits, including negative income tax to strengthen all families, and especially to help provide for

[Remaining portions of this recommendation can be found in: Tax/Tax Policies for Families; Tax/Tax Policies and Child Care; Home/Tax Policies and Homemakers.]

- Care of other persons for whom the family has a responsibility

- Full time homemakers

Tax Policies And Child Care

Recommendations Compared

Baltimore Conference

Minneapolis Conference

ID No. 42; Recommending Group: Ch Ca; Conference Vote: 353-207 (63% yes); Recommendation Rank: 36

- In view of the cost of child care we recommend an increase in funding for care including public funding for centers, benefits for parents who remain at home and
- Tax incentives to business and unions who sponsor child care programs

[Remaining portions of this recommendation can be found in: ChCa/Alternative Forms of Child Care/Parental Choice; ChCa/Increased Child Care Funding; ChCa/Tax Incentives to Business.]

Los Angeles Conference

ID No. 43; Recommending Group: Ch Ca; Conference Vote: 400-87 (82% yes); Recommendation Rank: 31

WHCF recommends changes in federal tax laws which will:

- allow employers a tax credit for financing day care services utilized by employees for their children either on or off the employer's job site; in a manner which does not attribute such financial contribution to the income of employees...

ID No. 7; Recommending Group: Tax; Conference Vote: 318-268 (54% yes); Recommendation Rank: 55

President and Congress should encourage family responsibilities and functions through:

- increased day care credit from 20% to 35%
- refundable day care credit

ID No. 8; Recommending Group: Tax; Conference Vote: 406-32 (93% yes); Recommendation Rank: 18

In addition to any dependency exemption provided by a law a taxpayer may receive:

- increase child care/dependent tax credits for working parents from 20% to 35% and increase ceiling.

- increase the level of the present child care tax credits available for work-related child care expenses

No Recommendations

No Recommendations

ID No. 7; Recommending Group: Tax; Conference Vote: 405-77 (84% yes); Recommendation Rank: 28

The policy of all branches of federal and state government shall be to use income tax credits including negative income tax to strengthen all families and especially to help provide for:

- Child care -- explore and revise tax incentives and deductions to help families secure affordable child care services and encourage employers to share in the provision of child care services

Baltimore Conference	**Minneapolis Conference**	**Los Angeles Conference**
	ID No. 43; Recommending Group: Ch Ca; Conference Vote: 450-107 (81% yes); Recommendation Rank: 13	*No Recommendations*
	To include and expand the present 15% deduction for child care expenses incurred when doing volunteer work for nonprofit organizations.	
	Exemptions should also be raised to more fully reflect the actual costs of child care when needed for other purposes.	

Tax Policies For Housing

Recommendations Compared

Baltimore Conference	**Minneapolis Conference**	**Los Angeles Conference**
ID No. 40; Recommending Group: Hous; Conference Vote: 478-102 (83% yes); Recommendation Rank: 43	*ID No. 40; Recommending Group: Hous; Conference Vote: 329-234 (59% yes); Recommendation Rank: 42*	*ID No. 40; Recommending Group: Hous; Conference Vote: 388-111 (78% yes); Recommendation Rank: 36*
Federal government, states and localities assure the right of all families to safe, decent, affordable and energy-efficient housing.	Federal government should insure funds for construction, repair, maintenance and purchase of rental and owner occupied units.	We affirm the right of every family to a decent home and suitable living environment. To assure the opportunity for that right, the federal government should provide:
• Additional tax incentives to homeowners, housing providers and lenders.	• funding should include tax incentive subsidies for builders, landlords and owners.	• incentives to local government and the private sector for the production of decent, safe, affordable, and energy efficient housing and supportive services
• Real property tax abatement for homeowners.		
• Tax-free housing revenue bonds.		[Remaining portions of this recommendation can be found in Hous/Access to and Availability of Housing.]
ID No. 33; Recommending Group: Ag; Conference Vote: 553-36 (94% yes); Recommendation Rank: 8		
To revise the tax laws to benefit families who care for and keep elderly in their own homes...		
Should that household modify its dwelling to accommodate an older person, an additional tax incentive should be given.		
[Remaining portions of this recommendation can be found in: Tax/Tax Policies for the Care of Aging and Handicapped; Ag/Tax Policies.]		

Indexing

Recommendations Compared

Baltimore Conference

ID No. 9; Recommending Group: Tax; Conference Vote: 297-286 (51% yes); Recommendation Rank: 56

Congress should enact legislation:

- to adjust the federal personal income tax rates and brackets to avoid the inflation penalty

- this adjustment must be substantial.

Such action would help correct the unlegislated increase in tax burden on families.

[Remaining portions of this recommendation can be found in: Elder Protection.]

Minneapolis Conference

ID No. 8; Recommending Group: Tax; Conference Vote: 406-32 (93% yes); Recommendation Rank: 18

In addition to any dependency exemption provided by law a taxpayer may receive

- federal tax indexing

[Remaining portions of this recommendation can be found in: Tax/Tax Policies for the Care of Aging and Handicapped; Tax/Tax Policies for Families; Tax/Tax Policies and Child Care.]

Los Angeles Conference

ID No. 9; Recommending Group: Tax; Conference Vote: 435-48 (90% yes); Recommendation Rank: 10

Revise tax code to encourage procedures strengthening the American families:

- indexing personal income tax.

[Remaining portions of this recommendation can be found in: Tax/Marriage Penalty; Tax/Tax Policies for the Care of Aging and Handicapped; Tax/Inheritance Tax.]

Voluntary Sector

Recommendations Compared

Baltimore Conference

No Recommendations

Minneapolis Conference

No Recommendations

Los Angeles Conference

ID No. 55; Recommending Group: Com In; Conference Vote: 430-56 (88% yes); Recommendation Rank: 14

We urge federal, state and local governments to support the voluntary sector by: Allowing income tax deductions for personal expenses incurred in volunteer work on the same basis as deductions are allowed for expenses incurred in business, industry and government.

- Encouraging charitable contributions by allowing taxpayers who use the standard deduction to itemize their contributions.

ID No. 22; Recommending Group: P&C; Conference Vote: 431-68 (86% yes); Recommendation Rank: 13

- Government should strengthen the private sector by tax incentives for charitable giving.

Tax Incentives For Work Policies

Recommendations Compared

Baltimore Conference	**Minneapolis Conference**	**Los Angeles Conference**
No Recommendations	*ID No. 4; Recommending Group: Work; Conference Vote: 406-40 (91% yes); Recommendation Rank: 17*	*ID No. 4; Recommending Group: Work; Conference Vote: 433-49 (90% yes); Recommendation Rank: 11*
	Federal, state and local government should provide tax incentives to encourage employers to adopt these policies.	Federal, state and local tax incentives to encourage employers to adopt these policies should be encouraged.
	Employers should give special consideration to the needs of employees with family responsibilities. Such consideration should include:	Business, labor and government should encourage and implement employment opportunities and personnel policies that enable persons to hold jobs while maintaining a strong family life
	• supportive personnel policies which encourage and strengthen family life,	• there is a need for creative development of such work arrangement as:
	• negotiable leaves,	• flexible leave policies for both sexes,
		• flextime,
	• child care centers,	• dependent care options,
	• part time and shared time jobs with pro-rated benefits,	• part time jobs with pro-rated pay and benefits,
		• job sharing programs.
	• voluntary overtime.	
	[Remaining portions of this recommendation can be found in: Work/Personnel Policies.]	[Remaining portions of this recommendation can be found in: Work/Personnel Policies.]

Issues:

Income Security

At all three Conferences, delegates made specific proposals for changes in the social security system and income maintenance programs. These proposals suggest a variety of ways that these programs can more adequately meet the needs of the program recipients.

> **"For many poor families, there is too much month left at the end of the money, leaving them to choose between heating and eating."**
> Richard A. Brown, Seattle Hearing

Delegates in Baltimore and Minneapolis voted that social security should be reformed to assure an adequate income level or ensure a minimum living standard at least equal to the poverty level. Assuring an adequate income level was also addressed through recommendations related to social security benefits, proposing semi-annual cost of living adjustments, reducing or eliminating limits on earned income, equitable treatment of homemakers, and no income reduction because of marriage.

Recommendations to revise the social security system were also adopted to provide:

- survivor benefits regardless of age and children
- credit for time taken off employment for child rearing
- nondiscriminatory eligibility requirements
- explanation of social security system in the dominant language
- vesting in private pension plans
- widow benefits at age 55
- relaxed disability requirements
- payments to children receiving VA benefits
- equitable allowances for discrepancies in life expectancy
- social security benefits in one's own name rather than as a dependent

All three Conferences urged that income maintenance programs eliminate policies that have a detrimental impact on families. All three Conferences recommended that AFDC be changed to eliminate the disincentive to a father staying in the household; Minneapolis proposed that benefits should be based on need alone and not on categorical distinction such as family compositions. Los Angeles urged that no program include eligibility requirements that are detrimental to the family.

Delegates in Baltimore supported government responsibility for insuring a "guaranteed annual income" and Minneapolis dele-

gates proposed that the federal government finance an income maintenance program at least equal to the poverty level, and provide fiscal relief to the states.

Other recommendations adopted at one of the three Conferences:

- income security programs that interface with federally funded employment, education and training programs
- equality in access to services
- recognition of the different linguistic and cultural perspective of minorities in the delivery and staffing of services
- elimination of mandatory retirement and an increase in employment opportunities for the elderly

Social Security

Recommendations Compared

Baltimore Conference *ID No. 11; Recommending Group: Inc Sec; Conference Vote: 536-48 (92% yes); Recommendation Rank: 16*	**Minneapolis Conference** *ID No. 31; Recommending Group: Ag; Conference Vote: 437-124 (78% yes); Recommendation Rank: 14*	**Los Angeles Conference** *ID No. 10; Recommending Group: Inc Sec; Conference Vote: 370-107 (78% yes); Recommendation Rank: 43*
	Basic to survival, dignity, independence and choice for elderly is availability of adequate financial resources.	
We recommend Social Security allow:	Social Security should be simplified, integrated and coordinated functionally to insure a minimum living standard at least equal to established poverty level for all elderly.	To insure that all families receive maximum Social Security benefits,
	[Remaining portions of this recommendation can be found in: Ag/Economic Issues.]	• Social Security laws should provide benefits for widows at the age of 55;
• Higher limits on income earned in retirement.	• Mandatory retirement should be eliminated and increased elderly employment opportunities made available.	
• Survivor benefits to be given regardless of age and children.		
• Removal of dependency category for spouses and development of an earning sharing program providing coverage for both spouses based on 50/50 distribution of combined credits during marriage dispersed at divorce or retirement.		• Should provide equitable treatment for homemakers;
		• Should relax the strenuous eligibility for disability requirements;
		• Provide for equitable allowances for discrepancies in life expectancy.
		• Social Security benefits should not prevent dependent children of deceased veterans from also receiving VA benefits.
• Providing quarters of men and women's coverage for child-rearing time taken off from employment.		
	• Cost of living adjustment should be made semi-annually according to changes in the consumer price index.	
• SSI to have non-discriminatory eligibility definitions.		

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 31; Recommending Group: Ag; Conference Vote: 534-54 (91% yes); Recommendation Rank: 20		
[illegible]		• Social Security . . . should not penalize husbands and wives. Employed husbands and wives should collect benefits as individuals.
• limitation on earned income will be eliminated for those collecting SS;		
• all exempt an adequate income level;	ensure a minimum living standard at level equal to establish poverty level for all elderly.	
• all pre-retirees receive an adequate and simple explanation of SS benefits in their dominant language.		
	Vesting in private pension plans should be made immediate and transferable.	

Income Maintenance Programs

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 51; Recommending Group: Gov; Conference Vote: 419-164 (72% yes); Recommendation Rank: 51	ID No. 10; Recommending Group: Inc Sec; Conference Vote: 319-121 (73% yes); Recommendation Rank: 45	ID No. 11; Recommending Group: Inc Sec; Conference Vote: 394-80 (83% yes); Recommendation Rank: 34
(Resolve) that government assume responsibility for enhancing the ability of families to function by guaranteeing basic human needs. Such basic needs include:	The federal government should bear major responsibility for financing income maintenance programs, establishing national eligibility and payment standards and supervising state administration of programs according to uniform criteria.	
• guaranteed adequate income.		
[Remaining portions of this recommendation can be found in: Gov/Basic Needs.]		• Recommend that all income maintenance and social service programs and programs of insurance and pension be analyzed in terms of their impact on families, and specified action be taken to:
• . . . government regulations, governing Aid to Families with Dependent Children programs, or those on public assistance be changed to eliminate disincentives to a father staying in the household to support his family.	• Benefits should be adjusted for regional variations, but should be based on need alone and not on categorical distinctions such as family composition,	• Insure that no programs include eligibility requirements that work to the detriment of the family, as it exists.
[Remaining portions of this recommendation can be found in: Gov/Basic Needs.]	• and in all cases shall be equal to the poverty level.	
	• Such programs should interface with federally funded employment, education and training programs, and offer adequate financial incentives for work, along with realistic job training and counseling.	
	• States shall be provided adequate fiscal relief to make this program possible.	
		• Promote equality in access to services and benefits regardless of race, sex, language, culture, marital status, educational level or region.
		• Recognize in the delivery and staffing of services the different linguistic and cultural perspective of minorities.

Issues:

Status of Homemakers

Increased recognition and equity for full time homemakers was a recurrent theme at each of the White House Conferences. Recommendations adopted included major revision of tax and social security policies and other efforts to recognize the contributions of homemakers.

An overwhelming majority of the delegates at all three Conferences supported recommendations changing the tax code in the following ways:

- Eliminate state and federal inheritance taxes for spouses
- Allow tax credits for homemakers who are providing primary care for handicapped and elderly family members in the home

Los Angeles delegates recommended the elimination of state and federal inheritance, estate and gift taxes for spouses and survivors to facilitate continuing operation of family businesses and farms. Minneapolis and Los Angeles delegates also supported revising the tax code to allow additional tax credits or tax exemptions for full time homemakers. Baltimore recommended additional tax exemptions for homemakers caring for their own pre-school children.

A large majority of the delegates at the Baltimore and Minneapolis White House Conferences favored:

- Equal sharing of the economic resources earned during the life of a marriage, including social security benefits
- A comprehensive system of support services to displaced homemakers, including job counseling and training, job placement, etc.
- Classification and upgrading of homemaking as a career by Department of Labor

The Baltimore Conference recommended that government recognize homemakers by instituting a National Homemakers Week.

> **"I speak of the group that may become an endangered species. I speak of the housewife... While technological advancements have transformed housework to the microwave level, our knowledge base concerning housewives is still at the wringer/ washer stage."**
>
> Alfreda Iglehart,
> Oak Park, Michigan Hearing

Tax Policies And Homemakers

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 15; Recommending Group: Home; Conference Vote: 558-26 (95% yes); Recommendation Rank: 5	*ID No. 15; Recommending Group: Home; Conference Vote: 395-21 (95% yes); Recommendation Rank: 25*	*ID No. 13; Recommending Group: Home; Conference Vote: 424-49 (90% yes); Recommendation Rank: 16*
Revise IRS laws to provide:	That the IRS laws be revised to provide:	We recommend tax code reform to eliminate discrimination against the family (homemaker) including:
• additional tax exemption for homemakers providing primary care for preschool, handicapped, and/or elderly family members in the home.	• additional tax exemption for homemakers providing primary care for handicapped, and/or elderly family members in the home.	The reconstruction of tax laws to support needs of families (homemakers) e.g., the adoption and education of children, the care of the elderly and the handicapped.
	• Removal of the marriage penalty for the two earner married couples.	The removal of tax penalty on two earner couples.
• Eliminate inheritance tax for spouses.	• Elimination of the inheritance tax for spouses.	The elimination of state and federal inheritance, estate, and gift taxes for spouses and survivors to facilitate continuing operation of the family businesses and farms;
No Recommendations	*No Recommendations*	*ID No. 7; Recommending Group: Tax; Conference Vote: 405-77 (84% yes); Recommendation Rank: 28*
		The policy of all branches of federal and state government shall be to use income tax credits, including negative income tax to strengthen all families, and especially to help provide for
	• A tax credit for full-time homemaking.	• Full-time homemakers.
Related Recommendations: See other tax proposals in "Tax Policy"		[Remaining portions of this recommendation can be found in: Tax/Tax Policies and Child Care; Tax/Tax Policies and Families.]

Economic Treatment Of Homemakers

Recommendations Compared

Baltimore Conference	**Minneapolis Conference**	**Los Angeles Conference**
ID No. 14; Recommending Group: Home; Conference Vote: 349-33 (94% yes); Recommendation Rank: 9	*ID No. 14; Recommending Group: Home; Conference Vote: 373-44 (89% yes); Recommendation Rank: 31*	*ID No. 10; Recommending Group: Inc Sec; Conference Vote: 370-107 (78% yes); Recommendation Rank: 43*
Local, state, and federal governments should recognize the economic and career value of homemaking. Marriage is also an economic partnership and financial resources earned by the spouses should be shared equally. Assets accrued during marriage should be considered equally earned and owned so that at dissolution it can be divided fairly or at death there is no tax when passed on the surviving husband or wife.	Local, state and federal governments should discourage economic discrimination of homemakers by attention to the following: • Equal sharing in benefit/liabilities of the marriage partnership.	
Social Security and pension funds should be vested equally during marriage without reducing existing benefits.		Social Security laws should provide equitable treatment for homemakers.
Assistance to displaced homemakers, particularly in job training, can be supplied by the public and private sectors.	• A complete system of support services for displaced homemakers (including job training, job placement, etc.) • Equality of access to credit rating for dependent spouses.	[Remaining portions of this recommendation can be found in: In Sec/Social Security.]

Recognition Of Homemakers

Recommendations Compared

Baltimore Conference	**Minneapolis Conference**	**Los Angeles Conference**
ID No. 13; Recommending Group: Home; Conference Vote: 357-29 (93% yes); Recommendation Rank: 6	*ID No. 13; Recommending Group: Home; Conference Vote: 390-29 (93% yes); Recommendation Rank: 26*	*No Recommendations*
The intrinsic value of homemakers should have national recognition as a conceptual and practical framework for legal parents/guardians performing a primary nurturing, socializing responsibility within the family unit. Action: Promote positive recognition and active support of the primary homemaker, through: • Public awareness initiatives that declare the intrinsic value of the homemaker.	The intrinsic value of the homemaker's contribution to nurturing and socialization within the familial unit must receive national recognition: Action: Promote positive recognition and active support of the homemaker through:	
• Media campaigns	• Media campaigns	
• Education	• Education	
• Establishment of homemaking as a career by the Department of Labor.	• Re-classifying and upgrading homemaking as a career by Department of Labor.	
• Government declaration which prescribes an established time such as National Homemakers Week for recognition of primary homemaker.		
	• Support services for the displaced homemaker.	
	• Supporting and recognizing the individual multi-cultural, multi-racial and multi-ethnic values of the homemaker.	

Issues:

Preparation for Marriage and Family Life

The need for increased family life education was strongly affirmed in the White House Conference on Families. A large majority (82 percent) of Baltimore delegates, as well as a majority of delegates in Minneapolis (62 percent) and Los Angeles (73 percent), adopted recommendations in support of "comprehensive family life education for children, youth and adults." At all three Conferences delegates agreed that family life education was vitally needed; that federal, state and local governments should assist the public and private sectors by providing courses and programs to be planned, implemented and evaluated by parents, youth, community and religious representatives and professionals. Such courses and programs should include but not be limited to:

- human development
- marriage and the family
- parenting education and child care skills
- interpersonal relationships, communication and decision-making
- human sexuality

A majority of delegates at all three Conferences also called for training or certification procedures for course leaders, and also supported the development of bilingual, multicultural, and ethnically relevant courses. The right of parents to excuse a child from "participating in any objectionable sections" of family life education in the public schools was endorsed by a majority of delegates in Los Angeles as was the principle that primary responsibility for teaching family life lies with parents.

Three other recommendations were adopted at one of the three Conferences.

- Baltimore delegates recommended the establishment of a "publicly supported" center to study prevention, and serve as a clearinghouse for, and to inform the public about, family conflict (e.g., child abuse, spouse abuse, neglect, emotional disturbance). In addition, they stressed the necessity of funding preventive approaches as a means of decreasing the need for costly treatment and rehabilitative services.

- Minneapolis delegates favored more study of positive family functioning by both public and private institutions. They also recommended that the Office on Families coordinate and publicize efforts of this kind.
- Los Angeles favored requiring marriage preparation, human growth and development, responsible parenthood, effective communication, management of resources and skills necessary to produce them, and making available family counseling.

Family Life Education

Recommendations Compared

Baltimore Conference *ID No. 16; Recommending Group: PMFL; Conference Vote: 488-106 (82% yes); Recommendation Rank: 40*	**Minneapolis Conference** *ID No. 17; Recommending Group: PMFL; Conference Vote: 354-220 (62% yes); Recommendation Rank: 35*	**Los Angeles Conference** *ID No. 16; Recommending Group: PMFL; Conference Vote: 365-137 (73% yes); Recommendation Rank: 47*
Federal, state and local governments support development, personnel training and implementation through public/private sectors: • comprehensive bilingual, multicultural	WHCF recommends that federal, state, and local governments assist public schools:	The federal Government should encourage states:
• family life education for children, youth and adults.	• to develop vitally needed courses in human development, marriage and the family, and parenting.	• to provide comprehensive education for family life as a K-12 required curriculum in public schools. Communities should be encouraged and assisted in offering continuing education and counseling in family life skills.
• Parents, children, youth and community representatives (teachers, clergy and family professionals), shall plan, implement, and evaluate experiential and didactic programs . . . Community organizations, businesses and other family-serving groups share responsibility for family life education.	• Parents, youth, and professionals will plan, implement and evaluate programs in family life education to include theoretical study and practical experiences which are	• Parents, teachers, students, community and church representatives should help develop the curriculum
• They should be holistic, recognizing ethnic and personal dimensions of human sexuality, respecting all sectarian positions and including: – parenting education – communication and decision making skills – law – interpersonal relationships – medical and natural family planning – sex roles	• holistic, recognizing ethnic and personal dimensions, and respecting sectarian positions.	• Such a curriculum should include, but not be limited to, communication and relationship skills, non-violent conflict resolution, decisionmaking, parenting and child care skills, health and nutrition, substance abuse, prevention and human sexuality.
	• WHCF recommends that states establish a certification procedure for family life educators.	
		• And parents should have the right to excuse a student from participating in any objectionable sections.

Baltimore Conference	Minneapolis Conference ID No. 18; Recommending Group: PMFL; Conference Vote: 390-182 (68% yes); Recommendation Rank: 27	Los Angeles Conference ID No. 17; Recommending Group: PMFL; Conference Vote: 421-75 (85% yes); Recommendation Rank: 19
	It shall be public policy that people be provided with educational opportunities for their roles as marriage partners and parents:	It is therefore recommended that both the public and private sector support family life programs:
	• Through joint cooperation of husband and wife teams, church leaders, home economic educators, family life specialists, and marriage and family therapists	• Parents, religious and ethnic groups, voluntary agencies, community organizations, and schools all have a legitimate and vital role in the lifelong process of developing and enriching marriage and family life.
	• Family life education programs shall be planned, implemented and evaluated for people at all stages of the life cycle.	
	• The programs shall be preventative, holistic, experiential, and didactic. They shall include the teaching of skills in communication, conflict resolution, decision making, and resource management.	• Including required marriage preparation, human growth and development, responsible parenthood, effective communication, management of resources and skills necessary to produce them and making available family counseling.
		• Personnel providing instruction and counseling in these areas should have adequate training and be able to demonstrate competency.
	• Through research they will be refined to meet varied geographical and socio-economic needs.	

Family Life Education/Research, Prevention

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference ID No. 18; Recommending Group: PMFL; Conference Vote: 406-95 (81% yes); Recommendation Rank: 26
		It shall be public policy that the primary responsibility for teaching preparation for parenthood and family life education lies with the parents, who should be encouraged to teach it in the home.
		• This does not preclude the development of other training programs, public or private.
		• These courses should be designed to teach parents who can effectively interpret, apply and personalize the training to the particular needs of their families.
		• Such courses should be developed in local communities through the cooperation of parents, educators, professionals and religious leaders.

Baltimore Conference *ID No. 18; Recommending Group: PMFL; Conference Vote: 418-174 (71% yes); Recommendation Rank: 32*	Minneapolis Conference *ID No. 16; Recommending Group: PMFL; Conference Vote: 377-195 (66% yes); Recommendation Rank: 30*	Los Angeles Conference
It is recommended that the national government consider establishment of a publicly supported center for the study of prevention.	WHCF urges the effectiveness and accessibility of family life education.	
	• To this end, the study of positive family functioning and the prevention of family dysfunction should become a funding priority of public and private institutions which support social science research.	
• This center would serve as a clearinghouse for the development and publicizing of information about effective practices and models which prevent family conflict, child abuse, spouse abuse, neglect, emotional disturbance, and other forms of personal and family dysfunction.	• It is further recommended that the newly created Office on Families develop a coordinating and publicizing function for the results of such multi-disciplined approaches. In this way, local communities may be supported by knowledge and resources in developing the best approaches for the promotion of family health.	
• Costly rehabilitative and treatment programs will continue to grow unless increased study and funding is devoted to preventive approaches which promote wholesome personal and family health.		
• Studies undertaken would require normal informed consent of participants and parents for minor children.		

> **There are those who spend hours each week in tennis lessons in order to improve their game. Marriage, with all of its challenges, ought to have as great an emphasis made on preparation.**
>
> Eileen Hoffman,
> Washington, D.C. Hearing

Issues:

Specific Support for Families

> **"We believe ...in the greatness of America, but our government has by-passed the family and gone straight to the individual. Individuals come from families. They are nurtured there. They're grown there. And we've got to make the ground fertile again.**
>
> Robert and Mary Jane Morgan, Seattle Hearing

All three White House Conferences called for more cooperation between public and private sectors to support families. In virtually identical recommendations they urged that:

- programs should involve families themselves in the provision of services
- federal efforts should be linked to community based and voluntary organizations
- greater use of volunteers and family self-help programs should be encouraged
- services for the entire family, as well as the individual, should be provided

Each Conference also emphasized the unique needs and strengths of families from different cultural, linguistic, ethnic, economic and religious backgrounds, as well as the needs of single parents, migrants and military families. The Conferences in both Los Angeles and Baltimore emphasized support of extended families as strength for society. Delegates at Minneapolis and Los Angeles encouraged that advisory committees, including consumers, be utilized in the planning and provision of services to families.

Delegates at the Conferences in both Baltimore and Minneapolis encouraged every private and public agency to include family impact statements in policies and proposed legislation, and to establish local commissions to insure more sensitive policies toward families.

Family Stability And Needs

Recommendations Compared

Baltimore Conference

ID No. 20; Recommending Group: SSF; Conference Vote: 429-168 (72% yes); Recommendation Rank: 50

[illegible] family stability is a national societal strength.

• governmental, private, and nonprofit agencies should provide family enrichment programs and service [illegible] programs where needed.

• Recognizing the unique needs of all families we draw attention to:
– the nuclear and extended families and their support;
– the single parent families and their support;
– the military families and their support;
– the migrant, immigrant and dislocated families and their support.

Minneapolis Conference

ID No. 21; Recommending Group: SSF; Conference Vote: 403-164 (71% yes); Recommendation Rank: 20

We recognize that family stability is a societal strength.

• For this reason, private, nonprofit and government agencies should provide services where needed.

• Recognizing the unique needs of all families, special attention should be given to families of different cultural, linguistic, ethnic, economic, and religious backgrounds.

Los Angeles Conference

ID No. 19; Recommending Group: SSF; Conference Vote: 399-91 (81% yes); Recommendation Rank: 32

Therefore, the government in cooperation with private and nonprofit sectors should assist in developing and sustaining comprehensive programs and legislation aimed at providing services and support systems which encourage self-sufficiency of the family

• Recognizing the unique needs and societal strengths of all families, special attention should be given to different cultural, linguistic, ethnic, economic, military and religious backgrounds.

ID No. 21; Recommending Group: SSF; Conference Vote: 364-121 (75% yes); Recommendation Rank: 48

Though often unrecognized, extended families exist in large numbers in this country, and both deserve and need specific supports in order to function in the best interest of all family members.

Extended families exist in diverse forms in the U.S. and vary by culture, ethnicity and different kinship ties. We call for a recognition of this fact by government, laws and regulations, the independent sector and the voluntary sector in the development of all policies and programs so that they may have a strengthening and supporting effect on extended families.

Family Supports

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 19; Recommending Group: SSF; Conference Vote: 534-54 (91% yes); Recommendation Rank: 19	*ID No. 19; Recommending Group: SSF; Conference Vote: 406-160 (72% yes); Recommendation Rank: 19*	*ID No. 20; Recommending Group: SSF; Conference Vote: 396-93 (81% yes); Recommendation Rank: 33*
The White House Conference on Families recommends that government and the private sectors join together to provide supports to meet the special needs of families.	We recommend that the private and public sectors join together to provide supports to meet the specific needs of families.	We recommend that the private and public sectors join together to provide supports to meet the special needs of families.
• Federally supported programs should encourage agencies and organizations to seek ways to involve families in the provision of services.	• Programs are to encourage agencies and organizations to seek ways to involve families in the provision of services including advisory committees containing consumers	• Programs are to encourage agencies and organizations to seek ways to involve families in the provision of services including advisory committees containing consumers
• Federally supported programs should provide incentives for linkages with public, private, multi-cultural community-based systems, and voluntary organizations.	• Federally supported programs should provide incentives for linkages with public, private, multi-cultural community-based systems, and voluntary organizations.	• Federally supported programs should provide incentives for linkages with public, private, multi-cultural community-based systems, and voluntary organizations.
• Service should include the use of volunteers and family self-help programs.	• Service should include the use of volunteers and family self-help programs.	• Service should include the use of volunteers and family self-help programs.
• We further recommend that federal and other support programs designed to help families offer services to the entire family as well as the individual.	• We further recommend that federal and other support programs designed to help families offer services to the entire family as well as the individual.	• We further recommend that federal and other support programs designed to help families offer services to the entire family as well as the individual.
Related Recommendations: Com In-55 relates to local services, citizen participation and family self-help.	Related Recommendations: Gov-50 relates to community input and community resources.	Related Recommendations: Gov-51 relates to local services and citizen participation. Com In-56 relates to cooperative efforts between community institution and government and legislation that will encourage self-help efforts.

Family Impact Statements

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 21; Recommending Group: SSF; Conference Vote: 526-69 (88% yes); Recommendation Rank: 25	*ID No. 20; Recommending Group: SSF; Conference Vote: 361-206 (64% yes); Recommendation Rank: 34*	
Every private and public agency be encouraged to write a family impact statement as part of every policy implemented.	Every private and public agency be encouraged to write a family impact statement as part of every policy implemented.	
• Legislation to this end be adequately provided by federal, state and local legislative bodies,	• Legislation to this end be adequately provided by federal, state and local legislative bodies,	
• that voluntary independent commissions for families be created by interested localities and states, and at the national level, to insure that public policies impacting on families, including those of business and industry, be sensitive to the diversity of families and accountable to their special needs.	• that voluntary independent commissions for families be created by interested localities and states, and at the national level, to insure that public policies impacting on families, including those of business and industry, be sensitive to the diversity of families and accountable to their special needs.	
Related Recommendations: Gov-50 relates to accountability of government and private sector to analyze policies as they affect families.	Related Recommendations: Gov-49 relates to family impact analysis for laws and regulations.	Related Recommendations: Gov-50 relates to family impact analysis for laws and regulations

Issues:

Parents and Children

Delegates at all three White House Conferences adopted recommendations dealing with adolescent pregnancy, foster care and adoption and parent-child relationships.

All three Conferences made recommendations relating to the crisis of adolescent pregnancies and for prevention to receive high priority. Baltimore and Minneapolis recommended that male and female adolescents and their families should have access to comprehensive health, education (including family life education), and social services. These services may be provided by parents, religious institutions, and/or public and private agencies. Los Angeles delegates stressed that the most effective means of prevention is the influence of positive peer group values.

> **"Families are important, but they come in all sizes, and shapes, and colors."**
> Helen Fisher, Alaska State Hearing

The delegates at the Baltimore and Minneapolis Conferences recommended that pregnant adolescents, adolescent parents and their families should have access to comprehensive services that will help them overcome the problems associated with early pregnancy and teenage parenthood.

In the area of foster care and adoption, each Conference reaffirmed the right of the child to a stable, permanent home. In Baltimore, the delegates, by an overwhelming majority (93%), strongly endorsed H.R. 3434 and called upon the President to enact it into law.* Specific changes in the foster care system were supported by 71% of the delegates in Minneapolis. These changes include:

- case review every six months by agency of jurisdiction and local citizen review board
- preventive services to decrease possibility of out-of-home placement in foster care
- adoption subsidies for placing children with special needs
- termination of parental rights legislation
- implementation of the Indian Child Welfare Act

A large majority (86%) of the Los Angeles delegates urged government to encourage alternative services for children, utilizing the private sector as well as public services.

Conference recommendations on parent-child relations all focused on strengthening the parent-child relationship. Baltimore

*This legislation was signed into law in mid-June, 1980.

delegates (57%) recommended that parents not be excluded from making decisions which affect minor children's participation in programs unless the interest and rights of the child are at risk. Minneapolis delegates recognized that parents should assume the primary responsibility for teaching their children the basic moral values and responsible conduct. But Minneapolis also recognized the right of all children to equal protection of the law under the Constitution of the United States, and that this right may supersede the rights of parents to notification about a minor child's participation in private or government social service programs. In Los Angeles, 77% of the delegates urged that government utilize the inherent strengths of extended families, neighborhood, religious affiliations and other informal aspects of cultural, linguistic, ethnic, and religious diversity of families in planning and funding services.

Parent-Child Relations

Recommendations Compared

Baltimore Conference

ID No. 24; Recommending Group: P&C; Conference Vote: 342-252 (58% yes); Recommendation Rank: 54

Whereas a child without supportive and nurturing parental relationships is a hurting and damaged child; and whereas federal, state and local programs should not alienate children psychologically or spiritually from their parents; and whereas closer ties between parents and their children is to be presumed a good – not an ill

- be it resolved that parents not be excluded from decisionmaking participation in those programs which affect their children and youth, unless the protection of the interests and rights of the individual family member is at risk especially in the case of children and youth.

Minneapolis Conference

ID No. 24; Recommending Group: P&C; Conference Vote: 293-280 (51% yes); Recommendation Rank: 48

Parents should assume the primary responsibility for teaching their children basic moral values and responsible conduct.

- however, we recognize the right of all children to equal protection of the law under the Constitution of the United States, and this right may supersede the right of parents to notification about a minor child's participation in private or government social service programs.

Los Angeles Conference

ID No. 24; Recommending Group: P&C; Conference Vote: 377-110 (77% yes); Recommendation Rank: 40

While recognizing the ethnic and racial diversity of American families, the position of the government should be to strengthen the parent-child relationship in all families including the extended family relationship.

- It should be the policy of the government to utilize the inherent strengths of the extended family, neighborhood, religious affiliations and other informal methods of cultural, linguistic, ethnic, and religious diversity of families in planning and funding services.
- All family impact analyses should view these family relationships as the ones to be strengthened.

Foster Care, Adoption, And Family Services

Recommendations Compared

Baltimore Conference

ID No. 22; Recommending Group: P&C; Conference Vote: 535-37 (94% yes); Recommendation Rank: 17

[illegible] that WHCF recognizes that current federal policies in foster care and adoption have [illegible] adverse effects on families and children; that a moratorium of these policies is long overdue; that WHCF endorse H.R. 3434 as a bill that effectively addresses many of the inequities presently in law and notes that it has broad and enthusiastic support among persons and groups advocating policy reform in these areas; that therefore, WHCF strongly endorse H.R. 3434 and calls upon Congress and the President to enact it into law forthwith.

(This legislation was passed and signed into law after the recommendation was adopted)

Minneapolis Conference

ID No. 23; Recommending Group: P&C; Conference Vote: 397-161 (71% yes); Recommendation Rank: 23

Recognized: every child has the right to a stable, permanent home. Therefore, we recommend that government policy at every level

- require: that all foster care cases be reviewed every six months, both within the agency of jurisdiction, and externally by citizen review boards.

Additional needed changes include:

- preventive services to the natural family to forestall the need for foster care.
- Pre-approval and on-going training for foster parents.
- Strong termination of parental rights legislation.
- And an adoption subsidy program to encourage the adoption of special needs children.
- And further recommends recognition and implementation of the Indian Child Welfare Act.

Los Angeles Conference

ID No. 22; Recommending Group: P&C; Conference Vote: 431-68 (86% yes); Recommendation Rank: 13

Children have a right to a stable, permanent, loving family.

- When families fail to meet this ideal, government policies should recognize and encourage a vital spectrum of services, especially through the private sector.

Federal government should not endorse any one service as a panacea, but encourage all services to be made available according to the needs of children and families.

- Foster home care, group homes, children's homes, treatment centers and adoption are equally valid alternatives depending on the needs they serve.
- The government should strengthen the private sector by tax incentives for charitable giving.

Adolescent Pregnancy

Recommendations Compared

Baltimore Conference

ID No. 23; Recommending Group: P&C; Conference Vote: 527-63 (89% yes); Recommendation Rank: 24

Preventive approaches to the crisis of teenage pregnancy must receive high priority. These should include, but not be limited to, family life education and comprehensive health services.

- Pregnant adolescents, adolescent parents and their families should have access to comprehensive health, education and social services, that will help them overcome the problems associated with early pregnancy and teenage parenthood.
- This may be provided by parents, religious institutions, community organizations and/or public and private agencies.

Minneapolis Conference

ID No. 22; Recommending Group: P&C; Conference Vote: 380-188 (67% yes); Recommendation Rank: 29

A comprehensive family-oriented treatment and preventive approach to the crisis of adolescent pregnancy must receive high priority. These should include, but not be limited to family life education, comprehensive health and social services.

- Pregnant adolescents, adolescent parents and their families should have access to comprehensive health, education and social services, that will help them overcome the problems associated with early pregnancy and teenage parenthood.
- provided to both male and female adolescents
- by parents, religious and community institutions and/or public or private agencies.

Los Angeles Conference

ID No. 23; Recommending Group: P&C; Conference Vote: 375-113 (77% yes); Recommendation Rank: 41

Because of the epidemic of adolescent pregnancies, prevention should be stressed at all levels.

- The most effective means of prevention is the influence of positive peer group values and attitudes.
- Preventative education efforts should be stressed primarily through the home, the church, and local agencies and schools.
- Parents must be given the opportunity to exempt their children from family life and/or sex education programs.

Issues:

Family Violence

A majority of the delegates at each Conference adopted recommendations about violence within families, emphasizing the need for government leadership in understanding the causes of family violence and in enacting and funding protective legislation, strengthening current programs, and strictly enforcing existing laws to alleviate and prevent family violence. They referred to the proposed 1980 Domestic Violence Prevention and Services Act and the 1974 Child Abuse Act. The recommendations also spelled out the need for coordinated, family-oriented, multi-cultural, 24-hour comprehensive treatment services, with greater cooperation between community groups, churches and government agencies.

In addition, all three Conferences stressed the need for increased public awareness of family crises either through media campaigns, community awareness education, and family life education starting in the earliest grades. The Minneapolis Conference proposed a Presidential Commission to explore the problem, recommend courses of action and educate the public.

The majority of the delegates recommended that rehabilitation services for both the victim and perpetrator of family violence be encouraged and provided.

The Los Angeles delegates emphasized, as a preventive measure, the need to enhance self-esteem and to develop policies that are sensitive to cultural differences.

Finally, the Los Angeles delegates adopted a recommendation calling for legal and social equality of the sexes as a means of preventing spouse abuse.

> **"In October of this year a women with six children called us who needed emergency shelter... we were forced to tell her that there was no space available for her. One week later she was on the critical list at the Hartford Hospital because of the severity of her husband's beating."**
>
> Ellen Curley, Hartford Hearing

Services

Recommendations Compared

Baltimore Conference

ID No. 25; Recommending Group: Fam Vio; Conference Vote: 520-74 (88% yes); Recommendation Rank: 33

Federal, state and local governments should give a high priority to preventing and dealing with all victims of domestic violence and neglect by helping all types of families to avoid stress, violence, and crisis through allocation of more monies or reallocation of existing monies for:

- Multi-cultural treatment services, preventive services and research;
- Development and implementation of educational curricula and enhanced professional training in family life, parenting, sex roles, sexuality, and intergenerational relationships starting in kindergarten;
- media campaigns that promote greater public awareness of, and responsibility for prevention of family stress crises and violence.

ID No. 26; Recommending Group: Fam Vio; Conference Vote: 513-74 (87% yes); Recommending Rank: 33

Federal, state and local governments should give highest priority to the development and implementation of comprehensive treatment services and programs to alleviate stress, violence and crises in all types of intimate relations and families by:

- Establishing family multi-service centers to provide convenient, comprehensive, affordable, multi-lingual 24-hour services;
- providing community crises shelters with supportive health, legal and rehabilitative services to abuse victims and their dependents including counseling, referral advocacy and community education and self-help programs;
- Mandating interagency coordination of services and the inclusion of community-based and advocacy groups.

Minneapolis Conference

ID No. 25; Recommending Group: Fam Vio; Conference Vote: 403-166 (71% yes); Recommendation Rank: 21

That federal, state, and local government in cooperation with churches and local communities should provide protection through legislation, law enforcement, funding and mandate rehabilitation for the perpetrator, as well as the victims of family violence, by developing:

- Government must begin working toward prevention of violence by providing community awareness education, family life skills education at several levels of education including K-12 and adult education programs and counseling.
- family multi-lingual, 24-hour emergency shelters, transportation, counseling, education, and legal services.

Los Angeles Conference

ID No. 25; Recommending Group: Fam Vio; Conference Vote: 410-90 (82% yes); Recommendation Rank: 24

It should be a high government priority that local communities, with financial support from federal, state and local governments, should develop and implement comprehensive preventive and treatment services to alleviate stress, violence and crisis in families (including child abuse, incest, spouse and parent abuse) by:

- Establishing family multi-service centers that are convenient, comprehensive, multi-lingual and provide 24-hour service,
- Providing secure community crises shelters with supportive health, legal and rehabilitative services to victims of abuse and their dependents, including investigation, counseling, information and referral, advocacy, community education and self-help programs.
- These services should be coordinated between agencies.

Government Action

Recommendations Compared

Baltimore Conference

ID No. 27; Recommending Group: Fam Vio; Conference Vote: 538-46 (92% yes); Recommendation Rank: 15

The federal government must take the leadership role and responsibility through the passage and funding of the Domestic Violence Prevention and Services Act of 1980 and increased funding under the Child Abuse Act of 1974 for the research and development of services through a single coordinated federal effort.

- Pre-existing programs should be promoted and strengthened.

- Planning should come from a state agency with service delivery by community and self-help groups, providing multi-cultural/lingual programs focusing on interrelationships of family abuse.

All levels of government should strictly enforce current laws, enact appropriate new laws, and provide funds for related training of criminal justice personnel.

ID No. 49; Recommending Group: Gov; Conference Vote: 292-291 (50% yes); Recommending Rank: 51

We support policies which preserve and protect basic legal and human rights of all family members. To guarantee these rights we support:

- Protection against violent and abusive action

[Remaining portions of this recommendation can be found in: Gov/ERA; Gov/Community Participation and Resources; Gov/Discrimination; Health/Family Planning/Abortion.]

Minneapolis Conference

ID No. 26; Recommending Group: Fam Vio; Conference Vote: 368-199 (64% yes); Recommendation Rank: 32

The White House Conference on Families recommends the establishment of a Presidential Commission to explore the nature, causes, circumstances and other aspects of violence within the family; and to propose remedies to correct this serious national problem which is of epidemic proportions. The objectives of the commission would include increased public awareness, advanced knowledge of the problem and introduction of legislation and identification of other major remedies, especially preventative, on a national level.

Los Angeles Conference

ID No. 26; Recommending Group: Fam Vio; Conference Vote: 404-84 (83% yes); Recommendation Rank: 29

To encourage the development of a positive self-image and enhance self-esteem as a preventive tool for domestic violence, government at all levels should accept cultural differences and encourage the preservation of ethnic traditions as a matter of both policy and practice.

ID No. 27; Recommending Group: Fam Vio; Conference Vote: 386-115 (77% yes); Recommending Rank: 37

The crime of abuse of women by living-in partners is a continuation of male dominance in society. By contributing to the legal equality of the sexes we will be working to end spouse abuse. Therefore, this conference recommends the passage of legislation that will contribute to legal and social equality of the sexes.

Issues:

Substance Abuse

> **"I happen to be a recovering alcoholic. I come from an alcoholic family that has already dealt with alcoholism. My grandmother is an alcoholic. My father, alcoholic. My oldest brother, alcoholic. My sister, although she does not drink, married to an alcoholic.**
>
> A participant at the Detroit Hearing

Delegates at all three White House Conferences on Families expressed their deep concerns about drug and alcohol abuse by overwhelming votes for recommendations dealing with education of youth, involvement of total family in prevention and treatment, and media responsibility in addressing the harmful effects of substance abuse.

At two Conferences, delegates expressed the need for training qualified personnel (including physicians and other health personnel), for government assistance in developing community-based comprehensive treatment programs, for employment training, and for the accessibility of treatment to all persons with consideration for their language and culture.

Minneapolis delegates proposed a 2% increase in alcohol taxes to fund local treatment programs, a raise in the legal drinking age to 21, and placement of warning labels on alcohol containers.

Delegates in Baltimore warned against budget cuts in attacking alcohol, drug and nicotine abuse, "our number one health problem." They also stressed the need for program accountability as well as client follow-up.

Those delegates also recommended that we should help children discover their gifts, talents and abilities, and cultivate these through a strong, loving family in order to raise the children's self-esteem and thus help to prevent substance abuse.

Awareness, Prevention, And Media

Recommendations Compared

Baltimore Conference

ID No. 28; Recommending Group: Sub Ab; Conference Vote: 578-15 (97% yes); Recommendation Rank: 1

- Media should avoid showing drugs as a cure-all, promote public awareness of constructive alternatives, and must provide equal time to counteract alcohol commercials.
- Medical professionals should undergo extensive training on drug abuse, especially prescription drugs and alcohol.

ID No. 29; Recommending Group: Sub Ab; Conference Vote: 411-159 (72% yes); Recommendation Rank: 16

Minneapolis Conference

ID No. 28; Recommending Group: Sub Ab; Conference Vote: 520-45 (92% yes); Recommendation Rank: 3

- In responsible media PSA advertising and programming, which counteracts the glamorization of alcohol and drug use in commercial advertising and programming.
- Churches, doctors, law-enforcement agencies and other services agencies;
- In local, state and federal funding, with no or as few strings attached as possible;

ID No. 29; Recommending Group: Sub Ab; Conference Vote: 439-32 (93% yes); Recommendation Rank: 8

Los Angeles Conference

ID No. 28; Recommending Group: Sub Ab; Conference Vote: 412-59 (87% yes); Recommendation Rank: 23

- Government should encourage and Americans should promote, as a priority item, and cooperatively develop programs in the schools, home and community.
- To educate children about licit and illicit drugs and their harmful effects . . .
- To teach living skills to enable children and their families to develop interpersonal relationships skills and positive coping behaviors which will in and of themselves prevent drug abuse.
- Government should provide guidelines and incentives for the training of qualified personnel teaching drug abuse prevention methods.

Related Recommendations: Health-38. Health implications of substance abuse.

Treatment Services

Recommendations Compared

Baltimore Conference

ID No. 29; Recommending Group: Sub Ab; Conference Vote: 552-35 (94% yes); Recommendation Rank: 7

- It should be the policy of government and private agencies to offer a wide range of community-based substance abuse treatment programs.
- That is, accessible to families and in the language and culture of these families receiving services.
- These treatment programs should include a multi-disciplinary team, holistic approach which encourages strong family participation and offers a variety of options, e.g., employment and student assistance programs, self-help groups, residential facilities, etc.
- Programs should be accountable and client follow-up done.
- Throughout treatment and intervention, the primary focus should be on the family.

Minneapolis Conference

No Recommendations

Los Angeles Conference

ID No. 30; Recommending Group: Sub Ab; Conference Vote: 326-143 (66% yes); Recommendation Rank: 53

- The federal government through legislation should mandate coordination between substance abuse programs and agencies at the state and community level to identify gaps and duplication in existing programs in order to prioritize a comprehensive delivery system.
- Treatment must be available, acceptable, accessible to all persons and in the language and culture of those participating families.
- Comprehensive treatment process must include: referral, detox, residential treatment, halfway house, job training, job placements.
- Treatment shelters must include facilities for least disruption of family unity and employment.
- Business and agency programs should be developed in an atmosphere free of stigma or retaliation.

Funding

Recommendations Compared

Baltimore Conference

ID No. 30; Recommending Group: Sub Ab; Conference Vote: 547-42 (93% yes); Recommendation Rank: 10

Alcohol, drug abuse and nicotine abuse are our number one health problem. Society denies this problem because of its dependence on these substances.

- We recommend that these problems receive the highest priority. This includes no budget cuts and sufficient funding for prevention and treatment;
- A recognition of the culture and economic aspects of drugs and alcohol;
- The need for changing attitudes;
- The need for family and community involvement;
- And the need for national efforts against the drug and alcohol epidemic.
- We should help children discover their gifts, talents and abilities and cultivate these through a strong, loving family to raise the children's self-esteem.

Minneapolis Conference

No Recommendations

Los Angeles Conference

No Recommendations

Liquor, Tax, And Drinking Age

Recommendations Compared

Baltimore Conference	**Minneapolis Conference**	**Los Angeles Conference**
No Recommendations	*ID No. 27; Recommending Group: Sub Ab; Conference Vote: 487-79 (86% yes); Recommendation Rank: 5*	*No Recommendations*
	• Because alcohol abuse is a family concern, it is proposed that a 2% tax be levied on sales of alcoholic beverages and related license fees and kept in the counties for treatment and prevention programs.	
	• These are local monies, therefore, spending and programmatic decisions should be determined on a local level.	
	• It is also proposed that the legal age for consumption of alcoholic beverages be raised to twenty-one.	
	• It is further proposed that legislation be enacted requiring labels warning of the dangers of alcohol consumption be placed on all alcohol beverage containers.	

Issues:

Aging

> **"The same dollars that help one person in a nursing home could help three people living at home."**
> Mary Opray, Oregon Delegate

Conference recommendations on aging urged that the individuality of elderly persons be recognized and that they have as broad a range of voluntary choices of living arrangements as possible and feasible for them. This effort called for a variety of supports for them to live in their own homes, in their adult children's homes, as well as in institutional settings. To that end, recommendations on tax policies, services to the elderly person and alternatives to institutionalization were adopted at all three White House Conferences.

In relation to tax policies, all three Conferences strongly or overwhelmingly urged tax incentives to households with elderly members. Two Conferences recommended tax incentives for housing modifications to accommodate older persons; in Baltimore, tax benefits for homemaker services were supported.

Delegates to all three Conferences recognized the need for a variety of options in living arrangements for elderly persons, with special emphasis on enabling elderly persons to remain at home. They urged support for day care, respite care, changes in Medicare and Medicaid policies and other community-based services. Minneapolis delegates recognized a need for younger families caring for elders as well as elders themselves to have services directed to determining and implementing these living arrangements.

Two Conferences, Baltimore and Minneapolis, adopted recommendations urging reforms of the social security system, including assuring an adequate income level, reducing or eliminating limitations on earned income, semi-annual cost of living adjustments, no reduction in payment because of marriage, immediate vesting in private plans, and multi-language explanations of the system.

Baltimore and Minneapolis each adopted recommendations on housing, one urging funding to help elderly persons maintain their homes and the other providing for adequate housing for rural elderly persons. By a large majority, Los Angeles urged that government programs for the aged reflect an awareness of the cultural, linguistic, ethnic, religious, sexual, geographical, health, dietary, economic, and other differences among the aged population.

Living Arrangements, Services, Housing

Recommendations Compared

Baltimore Conference

ID No. 32; Recommending Group: Ag; Conference Vote: 572-22 (96% yes); Recommendation Rank: 2

To encourage home care support alternatives to institutionalization and promote choice for families and the elderly We recommend

- Appropriate changes in Medicaid/Medicare policies.
- Day care, night care, transportation and appropriate home improvements.
- Local development of services by the public and private sectors such as telephone reassurances, meals on wheels, friendly visiting, companionship, dial-a-ride, and respite care.

ID No. 32; Recommending Group: Ag; Conference Vote: 478-81 (86% yes); Recommendation Rank: 7

- funding services to help elderly individuals maintain their own homes.

Minneapolis Conference

ID No. 30; Recommending Group: Ag; Conference Vote: 455-112 (80% yes); Recommendation Rank: 8

- Public policy should support choice among living arrangements for elderly whether independent, familial or institutional.
- Day care should be made available in rural and urban areas.
- To alleviate family pressures and ensure quality of life, services, including home care, hospice and respite care and health care.
- To aid both younger and older family members plan for living arrangements, counseling and self-help programs should be encouraged in private and public sectors.

[Remaining portions of this recommendation can be found in: Ag/Tax Policies.]

We are concerned with the plight of the rural elderly. Since housing programs are available through government and private enterprise, federal government should encourage state and local governments to provide adequate housing for the rural elderly.

Los Angeles Conference

ID No. 31; Recommending Group: Ag; Conference Vote: 407-36 (92% yes); Recommendation Rank: 25

It is moved that families and other individuals providing care for the elderly in their own homes often need government and community support to enable them to continue in their care-giving activities. Incentives should be made available to families and other individuals to encourage them to provide ongoing care to the elderly by:

- Improved Medicare and Medicaid benefits to include mental health out-patients and raise Part B medicare ceiling from $250 to $1,000.
- Day care.
- Respite or relief services.

[Remaining portions of this recommendation can be found in: Ag/Tax Policies.]

ID No. 32; Recommending Group: Ag; Conference Vote: 406-35 (92% yes); Recommendation Rank: 27

It is moved that public policy should provide a continuum of progressive services to the elderly from minimal care to total institutional care. Services should be provided in such a way that the elderly are enabled to remain independent as long as possible and are not forced to utilize expensive and unnecessary services such as nursing homes for lack of alternative community services such as home care.

Tax Policies

Recommendations Compared

Baltimore Conference

ID No. 33; Recommending Group: Ag; Conference Vote: 553-36 (94% yes); Recommendation Rank: 8

To revise the tax laws to benefit families who care for and keep the elderly in their own homes:

- Tax incentive for a household that includes a person 65 years of age or older.
- Should that household modify its dwelling to accommodate an older person, an additional tax incentive should be given.
- Recommend that public policy provide tax incentives to individuals who assist older citizens without regard to income qualifications.
- Study the effect of how family support is considered in determination of income eligibility for the elderly to participate in programs.
- Tax benefits to cover costs incurred for homemaker services.

Minneapolis Conference

ID No. 30; Recommending Group: Ag; Conference Vote: 455-112 (80% yes); Recommendation Rank: 8

Federal and state government should encourage options by such fiscal measures as:

- Tax credits to households with dependent members 65 and over, low income subsidies and direct government aid.

Los Angeles Conference

ID No. 31; Recommending Group: Ag; Conference Vote: 407-36 (92% yes); Recommendation Rank: 25

It is moved that families and other individuals providing care for the elderly in their homes often need government and community support to enable them to continue in their care-giving activities. Incentives should be made available to families and other individuals to encourage them to provide ongoing care to the elderly by:

- Tax deductions or income supplements
- Respite or relief services
- Day Care
- Allowances to make alterations or additions to existing homes.

ID No. 9; Recommending Group: Tax; Conference Vote: 435-48 (90% yes); Recommendation Rank: 10

Provide tax credits for home care of elderly or infirm.

[Remaining portions of this recommendation can be found in: Tax/Marriage Penalty; Tax/Tax Policies for the Care of Aging and Handicapped.]

Economic Issues

Recommendations Compared

Baltimore Conference

ID No. 31; Recommending Group: Ag; Conference Vote: 553-36 (94% yes); Recommendation Rank: 8

That the Social Security (SS) System be reformed so that:
— Two independent persons receiving SS payments will experience no reduction because of marriage;
— limitation on earned income will be eliminated for those collecting SS;
— all assured an adequate income level;
— all pre-retirees receive an adequate and simple explanation of SS benefits in their dominant language.

Minneapolis Conference

ID No. 31; Recommending Group: Ag; Conference Vote: 437-134 (78% yes); Recommendation Rank: 14

Basic to survival, dignity, independence and choice for elderly is availability of adequate financial resources:

- Social Security, Supplemental Security Income, Medicare, Medicaid, housing subsidies and other financial aid programs, federal and state, should be simplified, integrated and coordinated functionally to ensure a minimum living standard at least equal to established poverty levels for all elderly.
- Cost of living adjustment should be made semi-annually according to changes in the consumer price index.
- Mandatory retirement should be eliminated and increased elderly employment opportunities made available.
- Vesting in private pension plans should be made immediate and transferable.

Los Angeles Conference

Diversity

Recommendations Compared

Baltimore Conference

No Recommendations

Minneapolis Conference

No Recommendations

Los Angeles Conference

ID No. 33; Recommending Group: Ag; Conference Vote: 378-58 (87% yes); Recommendation Rank: 39

It is moved that government programs for the aged, from their conceptual origins to their implementation, should reflect an awareness of the cultural, linguistic, ethnic, religious, sexual, geographical, health, dietary, economic and other differences among the aged population.

Issues:

Education

Education was the number one recommendation in Los Angeles, where 95% of the delegates voted for a partnership between parents and school to ensure quality education for each student. Similarly in Minneapolis, with 80% support, the delegates acknowledged that education goals were to be a shared responsibility with parent involvement in the development of all educational policies. At both Conferences, the delegates also recommended that community advisory councils be established.

In Baltimore, there was 90% delegate support for priority attention to family life education, with a program focus on parenting, communication, and life skills at all levels of education. These programs should be holistic, recognizing ethnic and personal dimensions and respecting all sectarian positions.

In Los Angeles, the delegates identified Community Education as a major resource for families and communities to help themselves and each other.

In Baltimore, more than 80% of the delegates agreed public education must be maintained. The federal and state governments should work to secure equal educational opportunity for every child with special emphasis on the importance of bi-cultural and bi-lingual programs.

A further Baltimore recommendation called for increased appropriations for current federal education programs, with priority for increasing state and local funding and standards for sex equitable education.

Bilingual/Bicultural Programs And Equal Education Opportunity

Recommendations Compared

Baltimore Conference	***Minneapolis Conference***	***Los Angeles Conference***
ID No. 36; Recommending Group: Ed; Conference Vote: 480-114 (81% yes); Recommendation Rank: 42	*No Recommendations*	*No Recommendations*
Public education must be maintained. The federal and state governments should work to secure equal educational opportunity for every child. • This education should recognize the multi-ethnic diversity of our nation. • Children must be taught in a language they understand. Bi-lingual, bi-cultural programs which reflect the culture and traditions of our pluralistic society should be instituted as part of the process of learning English and becoming integrated into the mainstream of American life. • Congress should enact legislation and appropriate adequate funds for awareness training for educators in order to deal more effectively with the diverse needs of students.		

Education Funding

Recommendations Compared

Baltimore Conference	***Minneapolis Conference***	***Los Angeles Conference***
ID No. 35; Recommending Group: Ed; Conference Vote: 468-123 (79% yes); Recommendation Rank: 46	*No Recommendations*	*No Recommendations*
Federal government should increase its funding of education. • Congress should increase appropriations to implement the federally mandated programs. • Priority should be given to increasing state and local appropriations and standards for quality sex-equitable educational programs inclusive of: K-12, Bilingual Education, Special Education (including Exceptional and Gifted), Community Education, Education for Handicapped Persons, Continuing Education, Vocational Education, Adult Education, Higher Education		

Parent/School Partnership

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
No Recommendations	*ID No. 34; Recommending Group: Ed; Conference Vote: 452-112 (80% yes); Recommendation Rank: 11*	*ID No. 34; Recommending Group: Ed; Conference Vote: 479-27 (95% yes); Recommendation Rank: 1*
	The White House Conference on Families recognizes that the goals and problems of education are not the responsibilities of schools alone.	The White House Conference on Families calls for a partnership between parents and schools to insure quality education for each student.
	• Education begins at home and should be strengthened and supported by the schools, religious institutions and the media.	• We recommend that schools, religious institutions and the media cooperate with parents to strengthen education.
	• Families can be and should be involved in a meaningful way, in the education of their children. To that end we recommend that parents be involved in the development of all education policies at the federal, state and local level.	• Families should be involved in a meaningful way in the education of children. We recommend parent involvement in the development of all educational policies at the federal, state and local level.
	• and that community advisory councils be established at each local school.	• and that community advisory councils be established at each school.

Family Life Education

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 34; Recommending Group: Ed; Conference Vote: 531-61 (90% yes); Recommendation Rank: 22	*No Recommendations*	*No Recommendations*
Priority should be given to Family Life Education through all life cycles (K-12, Continuing Education, Higher Education, Vocational Education, Community Education) which include:		
• parenting skills		
• communication skills		
• life skills (effective use of family resources be encouraged through education in consumer homemaking, budgeting and money management, nutrition, energy, family health, use of time and other home management and home maintenance skills).	(For other family life education recommendations, see Preparation for Marriage and Family Life)	

Community Education

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
No Recommendations	*No Recommendations*	*ID No. 35; Recommending Group: Ed; Conference Vote: 441-58 (88% yes); Recommendation Rank: 6*
		Whereas, education is a journey that takes a lifetime, and whereas educational resources should be utilized to yield the greatest benefit for the most people, and whereas a community of people may more efficiently accomplish more for itself as a whole and for its individual members if it joins together; and whereas the local community performs functions for its own members in a family-oriented, non-institutionalized way so that people are the focus, not programs, therefore be it resolved, that Community Education be promoted as a resource for families to help themselves and each other within their community.

Issues:

Health

The focus of the health care delivery system should be on prevention and wellness orientation. Education, early intervention, counseling, screening and outreach were emphasized in recommendations in both Los Angeles and Baltimore. The Baltimore Conference also recommended accessible comprehensive health care for all segments of the community. Third party payments, tax credits and other government subsidies should cover all such services. More than 90% of the delegates in Baltimore emphasized that health care for families in rural and urban communities should be made more accessible through reduction of the barriers of cost, geography and cultural differences. Discrepancy in health status between the minority and general populations must be eliminated.

Delegates voting in Baltimore (65%) and Los Angeles (62%) called for a full range of family planning services to all persons including pre- and postnatal care and safe, legal abortions.

A Los Angeles recommendation urged the government to discontinue subsidy of the tobacco industry as well as its support of corporations which sell or distribute illegal drugs or hazardous substances and medical devices to other countries.

> **"It's been tough. We don't have health insurance for the family, so we can't afford to get sick."**
> Virginia Gersham, Kansas Hearing

Preventive Health

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 38; Recommending Group: Health; Conference Vote: 524-60 (90% yes); Recommendation Rank: 27	*No Recommendations*	*ID No. 37; Recommending Group: Health; Conference Vote: 369-125 (75% yes); Recommendation Rank: 44*
Whereas families are responsible for the prevention of disease and the promotion of wellness, in both the physical and mental health of their members,		Whereas the concern for wellness has been overlooked, be it resolved that the government support all aspects of physical and mental health for all persons, i.e., comprehensive prevention through screening, early intervention, counseling, education and outreach.
• We urge that the private and public sectors focus their resources toward prevention, voluntary early intervention, education, and outreach services, in both specific and comprehensive programs. These should be both accessible for all segments of the community and reimbursed by third party payors or tax credits.		
• Priority shall be to eliminate the discrepancy in health status between the minority and general populations and reduce suicide, homicide, alcohol and drug related deaths.		
		• Providers include licensed and registered health providers, para-professionals, community based and support service for those mentally and physically impaired.
		• Recognition of values, traditions of cultural, ethnic and language needs, emphasizing out-patient and in-home treatment; offering tax and other incentives to promote wellness. Funding for health care should be provided by an independent health insurance system with government subsidy for those not covered.

Family Planning/Abortion

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 39; Recommending Group: Health; Conference Vote: 383-202 (65% yes); Recommendation Rank: 53	*No Recommendations*	*ID No. 38; Recommending Group: Health; Conference Vote: 308-192 (62% yes); Recommendation Rank: 56*
America was founded on deeply held principles of religious freedom, liberty and pluralism.		
The decision whether to have a child is a personal decision of conscience for each woman in consultation with a doctor.		
Government restrictions would endanger her health and well-being of the woman and the family.		
• Therefore, the full range of family planning services including pre- and post-natal care and safe, legal abortion must be available to all who freely make this decision.		• WHCF recommends that the government should make available to all persons, regardless of income, geographic location, or age, the full range of family planning services, including: pre- and postnatal care; pregnancy testing and counseling, confidential birth control and safe, legal abortion.
• Regarding abortion and all reproductive services, neither the WHCF nor the government should pass any proposal that should be mandatory for parent or child.		

Baltimore Conference

ID No. 49; Recommending Group: Gov; Conference Vote: 292-291 (50% yes); Recommendation Rank: 51

Right to decide whether or not to bear a child including access to the full range of family planning services, abortion, and maternal and infant care.
[Remaining portions of this recommendation can be found in: Gov/ERA; Gov/Community Participation and Resources; and Fam Vio/Government Action.]

ID No. 56; Recommending Group: ComIn; Conference Vote: 460-114 (80% yes); Recommendation Rank: 47

Minneapolis Conference

No Recommendations

No Recommendations

Los Angeles Conference

No Recommendations

No Recommendations

Accessibility Of Comprehensive Health Care

Recommendations Compared

Baltimore Conference

ID No. 37; Recommending Group: Health; Conference Vote: 540-52 (91% yes); Recommendation Rank: 13

- Specifically, access barriers such as culture, geography, physical barriers and cost must be adequately addressed, if this goal is to be achieved.

Minneapolis Conference

No Recommendations

Los Angeles Conference

No Recommendations

Hazardous Substances

Recommendations Compared

Baltimore Conference

No Recommendations

Minneapolis Conference

No Recommendations

Los Angeles Conference

ID No. 39; Recommending Group: Health; Conference Vote: 391-102 (79% yes); Recommendation Rank: 35

- Be it resolved that the federal government in support of its reports by the Surgeon General cease subsidy of the tobacco industry and as a policy, refrain from supporting the production of those substances that are acknowledged by the Surgeon General to be hazardous to health.
- The government cease support of corporations and agencies that distribute or sell illegal and hazardous substances, drugs and medical devices to other countries, especially third world countries.

Issues:

Housing

> **"Excluding a family simply because some of its members are children, is no less discriminating than excluding a family on the basis of race, religion, or national origin."**
> Thomas Hagerty, Hartford Hearing

Delegates at each of the White House Conferences adopted proposals calling for affordable family housing and programs to end housing discrimination. Among other approaches to meeting housing needs, the delegates called for tax incentives, subsidies, and reduced interest rates. They called for strict enforcement of current laws and passage of new legislation to outlaw discrimination against families with children, against minorities, single persons, and because of age and other characteristics including handicapping conditions, sexual preference, and blood and legal relationships. This discrimination also should be prohibited by all local and federal housing and financing programs, except those projects exclusively directed to provide housing for elderly persons. The Minneapolis proposal urged priority action on migrant, Indian, rural and low income housing in ghettos and barrios. barrios.

Minneapolis and Los Angeles called for an end to restrictive zoning practices. Minneapolis urged an overhaul of federal housing programs to produce more units and called for an end to practices which restrict the supply of housing and fair access to housing, such as red lining. Baltimore delegates (90%) emphasized the preservation of a sense of neighborhood through efforts to increase home ownership, develop effective housing code enforcement and avoid displacement of families. Each Conference urged more effective programs of housing maintenance or code enforcement.

Access To And Availability of Housing

Recommendations Compared

Baltimore Conference

ID No. 40; Recommending Group: Hous; Conference Vote: 478-102 (82% yes); Recommendation Rank: 43

We recommend that the federal government states and localities assure the right of all families to safe, decent, affordable and energy-efficient housing.

Implement legislation and additional appropriations to increasing low and moderate cost housing available for rental, home and apartment ownership including:

- Additional tax incentives to homeowners, housing providers and lenders.
- Subsidies for low-interest loans for homeowners.
- Rental and mortgage payment subsidies.
- Tax-free housing revenue bonds.
- Acknowledgement of "sweat equity" (to increase loan amounts available to homeowners).
- Expansion of "Homesteading" Programs.
- Real property tax abatement for homeowners.

Citizen participation planning, implementation and monitoring be mandated.

Minneapolis Conference

ID No. 40; Recommending Group: Hous; Conference Vote: 329-234 (58% yes); Recommendation Rank: 42

Meeting family housing needs includes the economic ability of all income levels to acquire and retain adequate and suitable ownership and rental housing.

- The federal government should insure funds for construction, repair, maintenance and purchasing of rental and owner occupied units.
- Funding should include tax incentive subsidies for builders, landlords and owners.
- Government should maintain lower interest rates by providing the dollar difference between market rates and the predetermined lower rates through direct subsidy payments and use of tax-exempt bonds. Requirements to qualify for subsidies should be reduced to a minimum.
- Maintenance programs should include neighborhood barter methods.

Los Angeles Conference

ID No. 40; Recommending Group: Hous; Conference Vote: 388-111 (78% yes); Recommendation Rank: 36

- We affirm the right of every family to a decent home and suitable living environment.
- To assure the opportunity for that right, the federal government should provide incentives to local government and the private sector for the production of decent, safe, affordable and energy-efficient housing.
- and supportive services with particular emphasis on housing for low and moderate income families and households having special needs (the elderly, the handicapped, single-parent and minority families and families with children).
- The federal government should offer maintenance, education and family financial counseling to all in HUD housing programs.

Fair Housing

Recommendations Compared

Baltimore Conference

ID No. 41; Recommending Group: Hous; Conference Vote: 478-105 (82% yes); Recommendation Rank: 44

- Strict enforcement of existing legislation.
- State enactment of "Fair-Share" housing laws.
- Enactment of Edwards-Drinan Bill (Enforcement of Title VIII "Fair Housing Act" by H.U.D.)

Minneapolis Conference

ID No. 39; Recommending Group: Hous; Conference Vote: 352-214 (62% yes); Recommendation Rank: 37

Los Angeles Conference

ID No. 42; Recommending Group: Hous; Conference Vote: 321-180 (64% yes); Recommendation Rank: 54

- Fair housing laws should apply to all forms of housing, public and private, including condominiums, cooperatives, and mobile homes.

Neighborhood Preservation

Recommendations Compared

Baltimore Conference

ID No. 42; Recommending Group: Hous; Conference Vote: 523-52 (91% yes); Recommendation Rank: 30

Minneapolis Conference

No Recommendations

Los Angeles Conference

No Recommendations

Restrictive Zoning Practices

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
No Recommendations	*No Recommendations*	*ID No. 41; Recommending Group: Hous; Conference Vote: 349-142 (71% yes); Recommendation Rank: 49*
		• Local governments should review and revise their restrictive zoning practices through a family impact analysis at least every two years with provision for representative community input to the analysis.
		• Incentives should be given to local governments to reform those zoning practices which prove detrimental to families.
		• Exclusionary zoning practices which restrict the housing options of families having a negative impact, as do those which restrict the provision of family support services in residential neighborhoods.
		• Zoning practices must make provision for the availability of access to all public facilities and private services in all neighborhoods.

More Effective Federal Housing Programs

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
No Recommendations	*ID No. 38; Recommending Group: Hous; Conference Vote: 366-198 (65% yes); Recommendation Rank: 33*	*No Recommendations*
	Federal programs have often failed to meet specific local and regional needs. In order to make federal programs more effective, we propose the following policy changes:	
	• that federal housing regulations be streamlined and simplified to facilitate better local participation and efficient use of funds	
	• that programs enable residents to maintain housing units	
	• that effective safety codes and maintenance programs be developed and practiced	
	• that programs seek to meet the special housing needs of elderly, handicapped, young families and all other groups suffering from inadequate decent, safe and sanitary housing supply	
	• to provide 4,000,000 subsidized housing units in this decade.	

Issues:

Child Care

> **"The young members of our union are frantically seeking in all directions solutions for a safe place to keep their children while they are at work. At the present time, they find nothing but patchwork arrangements and confusion in the availability of day care programs."**
>
> Berkley Watterson, United Auto Workers, Detroit Hearing

Support for child care recommendations was consistent at all three Conferences, with agreement on the need for alternative forms of quality child care, the need for full parental choices among a variety of child care options, and for expanded funding for programs.

In urging support for alternative forms of quality child care, delegates in Baltimore and Minneapolis stressed the importance of family and parental involvement in child care programs. Delegates in Baltimore and Minneapolis supported quality licensing standards and their enforcement, as well as training and appropriate compensation for child care personnel.

Increased public funding for child care was supported at all three Conferences, with Baltimore and Minneapolis stressing the need for private industry and government at all levels to expand current funding. Los Angeles stressed subsidized care so parents at all income levels have access to quality care. Baltimore also recommended the use of day care as a strategy to avoid out-of-home placement.

Two Conferences, Los Angeles and Minneapolis, passed recommendations dealing with tax incentives. Both urged the adoption of incentives for businesses which sponsor child care, and expanding the present child care deduction or credit.

Increased Child Care Funding

Recommendations Compared

Baltimore Conference

ID No. 43; Recommending Group: Ch Ca; Conference Vote: 533-54 (90% yes); Recommendation Rank: 21

• That federal, state and local government and private industry redirect and expand current funding for quality child care to provide family support and preventative services for all families who require these services including but not limited to child care services that would prevent the removal of children from their own homes and into institutions and foster care settings.

Related Recommendations: Gov-51 relates to access to day care and eliminating AFDC disincentive to father remaining in household.

Minneapolis Conference

ID No. 42; Recommending Group: Ch Ca; Conference Vote: 353-207 (60% yes); Recommendation Rank: 36

• In view of the cost of child care we recommend an increase in funding for care including public funding centers.

[Remaining portions of this recommendation can be found in: Ch Ca/Alternate Forms of Child Care/Parental Choice and Ch Ca/Child Care Tax Incentives to Business.]

Los Angeles Conference

ID No. 44; Recommending Group: Ch Ca; Conference Vote: 367-128 (74% yes); Recommendation Rank: 46

• Systems for subsidized child care programs should be established so that parents at all income levels have access to quality care and pay for such care according to their income.

[Remaining portions of this recommendation can be found in: Ch Ca/Alternative Forms of Child Care/Parental Choice.]

Child Care Tax Incentives To Business

Recommendations Compared

Baltimore Conference

No Recommendations

Minneapolis Conference

ID No. 42; Recommending Group: Ch Ca; Conference Vote: 353-207 (60% yes); Recommendation Rank: 36

• Benefits for parents who remain at home, tax incentives to business and unions who sponsor child care programs.

[Remaining portions of this recommendation can be found in: Ch Ca/Alternate Forms of Child Care/Parental Choice and Ch Ca/Increased Child Care Funding.]

ID No. 43; Recommending Group: Ch Ca; Conference Vote: 450-107 (81% yes); Recommendation Rank: 12

We recommend to include and expand the present 15% deduction to child care expenses when incurred doing volunteer work for nonprofit organizations. Exemptions should also be raised to more fully reflect the actual cost of child care when needed for other purposes.

Los Angeles Conference

ID No. 43; Recommending Group: Ch Ca; Conference Vote: 400-87 (82% yes); Recommendation Rank: 31

• Resolved: That the White House Conference on Families recommends changes in the federal tax laws which: (1) will allow employers a tax credit for financing day care services utilized by employees for their child either on or off the employer's job site, in a manner which does not attribute such financial contribution to the income of the employees, and

(2) increase the level of the present child care tax credits available for work-related child care expenses.

Related Recommendations: At all three Conferences, related recommendations appeared in "Tax Policies" and "Families and Work."

Alternative Forms Of Child Care/Parental Choice

Recommendations Compared

Baltimore Conference

ID No. 44; Recommending Group: Ch Ca; Conference Vote: 547-44 (92% yes); Recommendation Rank: 11

In order to assure that child care programs involve families and reflect their diverse values and choices for their children, it should be the policy of government at all levels to promote the development of alternative forms of quality child care, both center and home based.

Families must be central to any child care program for ideal impact on children's development.

Minneapolis Conference

ID No. 42; Recommending Group: Ch Ca; Conference Vote: 353-207 (60% yes); Recommendation Rank: 36

It should be the policy of government to promote development of alternative forms of care in both centers and homes, to meet the diversity of needs of American families including infant care, high school day care for teenage parents, after school care and preschool care for underserved areas, respecting the differences in age, need, cultural and ethnic values.

[Remaining portions of this recommendation can be found in: Ch Ca/Increased Child Care Funding; Ch Ca/Child Care Tax Incentives for Business.]

Los Angeles Conference

ID No. 44; Recommending Group: Ch Ca; Conference Vote: 367-128 (74% yes); Recommendation Rank: 46

It should be the policy of government at all levels to promote the development of sufficient quantities of alternative forms of child care in the public and private sector as required by families with sensitivity to parental and cultural values. Such care should include: migrant care, respite care, infant care, after-school care, high school day care centers for teenage parents and preschool care for underserved areas.

[Remaining portions of this recommendation can be found in: Ch Ca/Increased Child Care Funding.]

ID No. 45; Recommending Group: Ch Ca; Conference Vote: 416-68 (86% yes); Recommendation Rank: 21

- It should be the policy of the government to recognize that parental control and involvement of the services provided for their children and parental choice among a variety of options are the foundation of a family supportive child care system.
- Parents must have access to economic resources and informational and referral services to enable them to choose child care options that meet their own perceived needs.

Quality/Licensing

Recommendations Compared

Baltimore Conference

ID No. 45; Recommending Group: Ch Ca; Conference Vote: 531-49 (90% yes); Recommendation Rank: 23

- To insure the safety, health and developmental potential of children, quality licensing standards for all child care programs should be required on the local, state, and federal levels.
- These standards should require that child personnel be adequately trained and receive wages which fit the level of qualifications and competencies required.

Minneapolis Conference

ID No. 41; Recommending Group: Ch Ca; Conference Vote: 337-225 (60% yes); Recommendation Rank: 40

- It should be the policy of government on all levels to develop and enforce quality licensing standards that will assure children's safety and health and promote their social, emotional, physical, and cognitive growth.
- Licensing standards should incorporate training requirements for child care personnel and should be supported by government funding which would provide for wages commensurate with the level of qualifications and competencies required of personnel.
- Further, such licensing standards should be supported by government funding to ensure effective monitoring and enforcement.

Los Angeles Conference

No Recommendations

Issues:

Handicapping Conditions

All three Conferences overwhelmingly supported recommendations concerning families affected by handicapping conditions. Three of the top five recommendations in Los Angeles concerning handicapping conditions were supported by an average of 93 percent of the delegates. All three Conferences supported the use of media, education, training and counseling, and self-help groups to promote positive attitudes and achieve total integration of those with handicapping conditions.

Public and private assistance to families to encourage independent living for handicapped persons received significant support at all three sites. Delegates proposed the use of tax credits to encourage home care; availability of financial assistance for special equipment and other needs; and employment opportunities to promote self support. Additionally, delegates in Baltimore and Minneapolis supported full implementation and funding of existing laws and programs related to handicapping conditions. Los Angeles adopted a similar recommendation, but suggested attention to transportation, housing, education, and income maintenance as well as subsidized adoption of hard-to-place children.

Delegates also proposed that the government take specific policy, legislative, and program action to implement current laws with focus on: tax credits for families; social services, such as day care and respite care; elimination of discrimination; and the promotion of fair access, independence and equal opportunities for handicapped individuals and their families.

> **"It may surprise you, but it does not suprise too many blind people that my occupation is that of a sculptor. Most people consider that impossible. I consider that their problem."**
> Steve Handschu, Detroit Hearing

Government Policies

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 48; Recommending Group: Hand; Conference Vote: 526-33 (94% yes); Recommendation Rank: 26	*ID No. 46; Recommending Group: Hand; Conference Vote: 454-101 (82% yes); Recommendation Rank: 9*	*ID No. 47; Recommending Group: Hand; Conference Vote: 446-51 (91% yes); Recommendation Rank: 5*
Government at all levels must develop and implement policies and programs responsive to the needs of handicapped persons and their families.		Federal, state and local government must develop and implement policies and programs responsive to the needs of handicapped persons and their families.
• Tax credits for families caring for handicapped persons, i.e., housing, equipment, personal care, adoption.		• Refundable tax credits for families caring for handicapped persons, e.g., housing, equipment, personal care, adoption.
• Provide option to institutionalization, i.e., community alternative living arrangements, respite care, homemaker services, parental counseling, training, day programming recreation.		• Provide housing, respite care, day care/homemaker services, parental counseling, training and recreational programs.
• Insurance and licensing discrimination should be eliminated		
• Cut red tape and bureaucracy to encourage the support of the private sector.		• Cut red tape to encourage the support of the private sector.
• To finance and implement present and future laws which are supportive, i.e., transportation, fair housing, income maintenance, education, mortgage guarantees, adoption, advocacy, rehabilitation.	It is essential to promote the goal of independent living for the handicapped as adults through full funding and complete implementation of existing federal legislation.	• Finance and implement present and future laws which are supportive, e.g., transportation, fair housing, income maintenance, education, mortgage guarantees, subsidized adoption of hard to place children.
		[This recommendation is duplication of recommendation cited partially in Hand/Independent Living.]
	• New legislation must be passed to guarantee work incentives, a complete spectrum of available housing, and systematic external advocacy to mandate hiring of qualified handicapped persons in agencies that oversee these programs, especially at the management and decisionmaking level.	
	• Education for all Handicapped Children Act,	
	• The Rehabilitation Act and its amendments (especially Section 504 and P.L. 95-602)	
	• Federal legislation concerning independent living centers and other housing options.	

Related Recommendations: See "Tax Policies" adopted by the three Conferences.

Independent Living

Recommendations Compared

Baltimore Conference

ID No. 46; Recommending Group: Hand; Conference Vote: 534-26 (91% yes); Recommendation Rank: 18

To assist families with disabled members to live productive, independent lives within the community, emphasis should be placed on respite care; attendant care; subsidized adoption with medical assistance; early identification; diagnosis and infant stimulation programs.

- Financial assistance for special equipment of the working and non-working disabled, the design of adaptive products by industry, employment opportunities to encourage self-support.
- Tax deductions to encourage families to care for disabled members of all ages at home, counseling, low interest mortgage loans and assistance in adapting homes to meet individual needs and
- Full implementation and funding of existing laws and programs.

Minneapolis Conference

ID No. 44; Recommending Group: Hand; Conference Vote: 487-68 (88% yes); Recommendation Rank: 6

There must be assistance to families with disabled members to live productive, independent lives within the community. Emphasis should be placed on respite care; attendant care; subsidized adoption with medical assistance; early identification; diagnosis and infant stimulation programs.

- Financial assistance for special equipment of the working and non-working disabled, the design of adaptive products by industry, employment opportunities to encourage self-support.
- Tax credits to encourage families to care for disabled members of all ages at home, counseling, low interest mortgage loans, assistance in adapting homes to meet individual needs.
- Full implementation and funding of existing laws and programs.

Los Angeles Conference

ID No. 47; Recommending Group: Hand; Conference Vote: 446-51 (87% yes); Recommendation Rank: 5

Federal, state and local governments must develop and implement policies and programs responsive to the needs of handicapped persons and their families. Provide housing, respite care, day care/homemaker services, parental counseling, training and recreational programs.

- Refundable tax credits for families caring for handicapped persons, e.g., housing, equipment, personal care, adoption
- Finance and implement present and future laws which are supportive, e.g., transportation, fair housing, income maintenance, education, mortgage guarantees, subsidized adoption of hard-to-place children.

[Remaining portions of this recommendation can be found in: Hand/Government Policies.]

ID No. 46; Recommending Group: Hand; Conference Vote: 465-30 (94% yes); Recommendation Rank: 2

It is essential to promote at all levels of the public and private sectors that families with an incidence of disability have more sameness than differences from the whole of society by full implementation, funding and enforcement of existing laws relative to the disability community by elimination of social, economic and political oppression and prejudice against all ages in employment, transportation, education, housing and health services and by the raising of the general awareness and understanding of the disability community through appropriate media terminology and public education and agency attitudes to end negative stereotyping.

Public Awareness And Education

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 47; Recommending Group: Hand; Conference Vote: 544-17 (97% yes); Recommendation Rank: 13	*ID No. 45; Recommending Group: Hand; Conference Vote: 441-116 (79% yes); Recommendation Rank: 13*	*ID No. 48; Recommending Group: Hand; Conference Vote: 459-25 (95% yes); Recommendation Rank: 3*
Educate the public and private sectors to the value of handicapped persons in our society to achieve total integration. Use of handicapped persons to promote national media campaign to educate the public.	That government utilize popular media to effect attitudinal changes toward people with handicapping conditions. To teach that a handicap is not synonymous with mental retardation or mental illness. To teach that persons with handicaps develop and mature.	Public and private agencies, in their educative function, and the media should be encouraged to promote awareness and understanding of disabled persons and their families and an end to negative stereotyping in the media.
• Education of employers and employees to capabilities and needs of handicapped persons within work force;		
• Appropriate training of handicapped persons for career, home and life skills;		
• Organizations and institutions build into their professional school curricula standards for accreditation, in-service training, the appropriate educational information and requirements to create a responsive service delivery system;		
• Secondary educational curricula include practical work with handicapped persons.		• Methods would include integration of disabled persons in our schools.
	• To encourage consumer and nonconsumer advocacy among groups, agencies and individuals toward deinstitutionalization, mainstreaming and independent living.	
	• To encourage self-help groups (networking) to promote the self sufficiency of handicapped individuals and their families.	• Additional attention should be given to the training and counseling of families with a member who has a physical, handicapping condition is essential for families to remain as strong units, better equipped to provide the nurturing and development of the member with a disability.
	• To educate the public to the importance of protecting the handicapped against genocide, infanticide, euthanasia and nontherapeutic abortion.	

Issues:

Government

Government insensitivity to families was a dominant concern at the White House Conference on Families. In Minneapolis, the number one recommendation said "many government policies are anti-family" and called for "laws and regulations to be analyzed in terms of their impact on families." An identical recommendation passed by a margin of 459 to 34 in Los Angeles, and a similar recommendation received strong support in Baltimore. In addition, delegates in Baltimore and Minneapolis called for "family impact statements" by every private and public agency and for voluntary independent commissions at all levels of government to ensure greater sensitivity to the social, economic and racial diversity of families and to be accountable to their special needs.

Family was defined as "two or more persons related by blood, heterosexual marriage, adoption or extended families," by 53% of the Minneapolis delegates.

Increased government recognition of community institutions and increased citizen participation were supported by all three Conferences. Elimination of racism and other forms of discrimination ranked second among all recommendations in Minneapolis. In addition, Baltimore delegates recommended that government help families to function by guaranteeing basic human needs such as health care, jobs, housing and education.

A majority of delegates at all three Conferences supported ratification of the proposed Equal Rights Amendment. In Baltimore and Los Angeles, delegates specifically called on the White House and states "to do everything possible to ensure ratification of ERA."

Family Impact-Analysis, Statements, Commissions

Recommendations Compared

Baltimore Conference

ID No. 50; Recommending Group: Gov; Conference Vote: 495-95 (84% yes); Recommendation Rank: 39

(Family Impact Analysis) . . . More organizations and agencies – both public and private – should examine and improve the ways in which their own practices affect families.

- Structures representative of the diversity of family life should be established by state and local constituencies to provide a voice for families, family impact studies and family research programs.
- At the federal level, accountability should be implemented through the establishment of an independent high level cross cutting commission to monitor and evaluate the impact of federal policies on families.

Minneapolis Conference

ID No. 49; Recommending Group: Gov; Conference Vote: 530-28 (95% yes); Recommendation Rank: 1

Public policies should help rather than hurt families. But when laws are enacted or implemented, few if any organizations or individuals ask "How does this policy affect families?" As a result, many government policies are anti-family including the marriage penalty in the income tax, foster care policies and Medicare payments that favor institutional care over family care, and welfare laws that require the father to leave home for his family to receive assistance. We recommend therefore, that laws and regulations be analyzed in terms of their impact on families.

Los Angeles Conference

ID No. 50; Recommending Group: Gov; Conference Vote: 459-34 (93% yes); Recommendation Rank: 4

Public policies should help rather than hurt families. But when laws are enacted or implemented few if any organizations or individuals ask "How does this policy affect families?" As a result many government policies are anti-family including the marriage penalty in the income tax, foster care policies, and Medicare payments that favor institutional care over family care, and welfare laws that require the father to leave home for his family to receive assistance. We recommend therefore that laws and regulations be analyzed in terms of their impact on families.

Baltimore Conference

ID No. 21; Recommending Group: SSF; Conference Vote: 526-69 (88% yes); Recommendation Rank: 25

Every private and public agency be encouraged to write a family impact statement as part of every policy implemented. Legislation to this end be adequately provided by federal, state and local legislative bodies, that voluntary independent commissions for families be created by interested localities and states, and at the national level, to insure that public policies impacting on families, including those of business and industry, be sensitive to the diversity of families and accountable to their special needs.

Minneapolis Conference

ID No. 20; Recommending Group: SSF; Conference Vote: 361-206 (64% yes); Recommendation Rank: 34

Every private and public agency be encouraged to write a family impact statement as part of every policy implemented. Legislation to this end be adequately provided by federal, state and local legislative bodies, that voluntary independent commissions for families be created by interested localities and states and at the national level to insure that public policies impacting on families including those of business, government, and industry be sensitive to the diversity of families and accountable to their special needs.

Los Angeles Conference

No Recommendations

Related recommendations can be found in Income Security (#11); Parents and Children (#24); and Housing (#41); and Community Institutions (#56)

Basic Needs

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 51; Recommending Group: Gov; Conference Vote: 419-164 (72% yes); Recommendation Rank: 51	*No Recommendations*	*No Recommendations*
(Resolve) that government assume responsibility for enhancing the ability of families to function by guaranteeing basic human needs necessary for their material, physical, intellectual and emotional development, with the objective of providing for the independence and self-sufficiency of families. Such basic needs include universal health insurance, jobs which enhance dignity and respect, guaranteed adequate income, safe and decent housing, and access to education and day care and that government regulations, governing aid to families with dependent children programs, or those on public assistance, be changed to eliminate disincentives to a father staying in the household to support his family so that the family can begin functioning as an economic unit.		

For specific recommendations in each of these areas see: Health; Housing; Full Employment; Education; Income Security; Child Care.

Discrimination

Recommendations Compared

Baltimore Conference

ID No. 49; Recommending Group: Gov; Conference Vote: 292-291 (50% yes); Recommendation Rank: 51

We support policies which preserve and protect basic legal and human rights of all family members. To guarantee these rights we support:

- Elimination of discrimination and encouragement of respect for differences based on sex, race, ethnic origin, creed, socio-economic status, age, disability, diversity of family type and size, sexual preference or biological ties

[Remaining portions of this recommendation can be found in: Fam Vio/Government Action; Gov/Community Participation and Resources; Gov/ERA; and Health/Family Planning/Abortion.]

Minneapolis Conference

ID No. 56; Recommending Group: Com In; Conference Vote: 521-39 (93% yes); Recommendation Rank: 2

It should be reiterated that the governments -- federal, state, local and more importantly, the PEOPLE of this nation will not tolerate racism and unfair discrimination in community services of any kind. Basic social policies should also insure equity and social justice for all individuals regardless of race, sex, age, handicap, religions and cultural tradition and values. This includes government responsibility to help those who do not have adequate ...source to help themselves.

Related Recommendations:
In Minneapolis related recommendations can be found in Economic Pressures (#3) and Work (#5)

Los Angeles Conference

No Recommendations

Related Recommendations:
In Los Angeles related recommendations can be found under Economic Pressures (#1), Work (#5 and #6), Homemakers (#13), Family Violence (#27) and Housing (#42)

Community Participation And Resources

Recommendations Compared

Baltimore Conference

ID No. 49; Recommending Group: Gov; Conference Vote: 292-291 (50% yes); Recommendation Rank: 51

We support policies which preserve and protect basic legal and human rights of all family members. We support:

- The right to open, accessible, accountable and responsive government at all levels.

[Remaining portions of this recommendation can be found in: Fam Vio/Government Action; Government/Discrimination; Government/ERA; and Health/Family Planning and Abortion.]

Minneapolis Conference

ID No. 50; Recommending Group: Gov; Conference Vote: 293-264 (53% yes); Recommendation Rank: 49

At times families of all income levels have need of services and support.

- Resolved: That lawmakers at all levels should make a conscious effort to assure that proper provision of community...
- Increased recognition of community-based resources be given in the development of any legislation, department, agency or programs that affect, directly or indirectly, the family.
- The family shall be understood as two or more persons related by blood, heterosexual marriage, adoption or extended families.

Los Angeles Conference

ID No. 51; Recommending Group: Gov; Conference Vote: 418-62 (89% yes); Recommendation Rank: 20

- Citizen participation is essential to the development of programs that truly meet family needs.
- Government programs that support families can often be most efficiently and effectively delivered by voluntary, nonprofit organizations at the local level.
- Therefore "purchase of service" contracts between government and independent sector agencies should be encouraged and utilized more systematically.

ERA

Recommendations Compared

Baltimore Conference

ID No. 49; Recommending Group: Gov; Conference Vote: 292-291 (50% yes); Recommendation Rank: 51

We support policies which preserve and protect basic legal and human rights of all family members. To guarantee these rights we support:

- Ratification of the Equal Rights Amendment

[Remaining portions of this recommendation can be found in: Fam Vio/Government Action; Gov/Discrimination; Gov/ERA; and Health/Family Planning and Abortion.]

Minneapolis Conference

ID No. 3; Recommending Group: Econ Pres; Conference Vote: 316-133 (70% yes); Recommendation Rank: 46

- Affirmative action programs, equal pay for comparable work and ratification of the Equal Rights Amendment are necessary to end discrimination.

[Remaining portions of this recommendation can be found in: Econ Pres/Employment and Discrimination.]

Los Angeles Conference

ID No. 49; Recommending Group: Gov; Conference Vote: 334-162 (67% yes); Recommendation Rank: 51

- It should be the policy of the federal, state and local government to encourage the ratification of the Equal Rights Amendment as the 27th Amendment to the Constitution of the United States.

ID No. 6; Recommending Group: Work; Conference Vote: 471-119 (80% yes); Recommendation Rank: 45

We urge the White House and states to do everything possible to ensure ratification of ERA.

[Remaining portions of this recommendation can be found in: Econ Pres/Employment and Discrimination.]

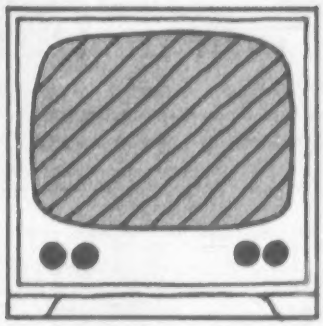
ID No. 5; Recommending Group: Work; Conference Vote: 340-146 (70% yes); Recommendation Rank: 50

- We urge the White House and the states to do everything possible to ensure ratification of the Equal Rights Amendment.

[Remaining portions of this recommendation can be found in: Econ Pres/Employment and Discrimination.]

Issues:

Media



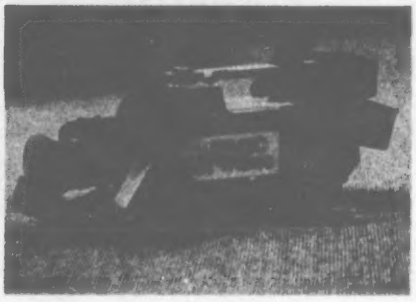
Delegates to all three White House Conferences demonstrated their strong concerns about the influence of media, particularly television, on American families. By large majorities they called for greater regulation by the Federal Communications Commission; more community consultation by television stations; and less emphasis on violence, pornography, crime, stereotypes, drugs, and alcohol. All three Conferences criticized violence in media and other programming which has negative effects on families.

Delegates in Baltimore called on the FCC to establish regional grievance mechanisms. Minneapolis delegates urged the FCC to require a station to evaluate its impact on moral standards and family values. Both Conferences called for community advisory boards to be part of the licensing process. They urged that membership on advisory boards and commissions should reflect cultural and ethnic diversity in order to increase the positive visibility of minorities. Ninety-three percent of the delegates in Minneapolis called for the television industry to develop a rating system for family viewing. Two-thirds of the delegates in Los Angeles urged TV networks to offer less sensationalism and provide more programs emphasizing morality and positive family relationships; they also recommended more authority be given to the FCC to impose more rigorous standards on networks if self-monitoring fails after 12 months. Obscenity and child sex exploitation were condemned by the Los Angeles delegates, who also recommended strict enforcement of the Protection of Children Against Sexual Exploitation Act of 1977.

By large majorities, delegates in Baltimore and Los Angeles opposed stereotypes in programming. All three Conferences urged greater media responsibility in dealing with drugs and alcohol. The third highest recommendation in Los Angeles dealt with the media's role in promoting and understanding and awareness of disabled persons.

"Television has become another member of the family. We eat meals near it, we learn from it, we spend more time with it than any single individual. Television is central in our children's lives, as a tutor, babysitter, teacher, entertainer and salesperson all rolled into one."

Ms. Clara Fisher, Kansas Hearing



Regulation, Advisory Committees, Ratings System

Recommendations Compared

Baltimore Conference

ID No. 53; Recommending Group: Med; Conference Vote: 478-91 (84% yes); Recommendation Rank: 41

- The FCC should require stations to fully inform the public in prime time as to the ways they can effectively respond to objectionable material and further that the FCC should establish a grievance mechanism at regional levels to address complaints or objections.

- In addition to seeking a commission membership which is reflective of cultural and ethnic diversity and increases the positive visibility of ethnic and racial minorities.

- To insure more general involvement in the station's programming, commercial stations should be required to form community advisory boards before license renewal, as they are now required for public broadcasting systems.

Minneapolis Conference

ID No. 53; Recommending Group: Med; Conference Vote: 453-95 (83% yes); Recommendation Rank: 10

Media influence many families of our nation without sufficient opportunity for those families to express their values and concerns on programs and policies. Too few thereby influence too many. We recommend that the FCC should require a station to evaluate its impact on the moral standards and values of the families in its viewing area as part of the consideration in the licensing process.

Communities should establish advisory commissions from church, school, parent, PTA, minorities and youth, and the FCC should empower them to determine the acceptability of programming before licenses are reissued.

ID No. 51; Recommending Group: Med; Conference Vote: 515-39 (93% yes); Recommendation Rank: 4

The WHCF recommends that the TV industry develop a rating system which shall include information on violence, crime and sexuality with the assistance of a citizen's committee, which will indicate the acceptability of programming for family viewing. Such ratings are to be publicized through the TV media itself as well as the other media.

Los Angeles Conference

ID No. 53; Recommending Group: Med; Conference Vote: 329-160 (67% yes); Recommendation Rank: 52

TV networks are urged to offer less sensationalism and provide more programs emphasizing morality and positive family relationships. If this self-monitoring is not forthcoming by the television industry in a reasonable period of 12 months, the Federal Communications Commission must be empowered with authority to impose more rigorous standards for broadcasting.

ID No. 52; Recommending Group: Med; Conference Vote: 440-55 (89% yes); Recommendation Rank: 7

Obscenity and child "sex exploitation" remain at an unacceptable level in films and print media; thus, Congress should continue to investigate the "porn" industry, and take whatever legal steps are necessary to reduce this plague . . . especially where children are involved. As a place to begin, the Protection of Children Against Sexual Exploitation Act of 1977 should be strictly enforced.

Programming

Recommendations Compared

Baltimore Conference

ID No. 53; Recommending Group: Med; Conference Vote: 496-86 (85% yes); Recommendation Rank: 37

- Families, community groups and the general public should marshal their forces to persuade advertising sponsors, government agencies and the media to eliminate the violence and the abusive programming having negative effects on the family.
- Any race, religious and sex stereotyping should be eliminated.
- Families should be educated about how to express their reactions to detrimental programming, as well as the programs they endorse. Families should have the opportunity to invite mass media into their homes as safely as they invite family and friends.

Minneapolis Conference

ID No. 52; Recommending Group: Med; Conference Vote: 297-259 (53% yes); Recommendation Rank: 47

- The media should be more positive and supportive of traditional families by:
- (a) using a programming definition of family as two or more persons related by blood, heterosexual marriage, adoption and extended families;
- (c) programming out the glorification of and rewarding of crime, violence, pornography and illicit sex;
- (b) developing brief messages that help youth cope with developmental and social problems such as violence, sex, drugs, and the inactivity of watching TV.
- (d) develop curricula and research in journalism-media schools to understand, promote and protect the family.

Los Angeles Conference

ID No. 54; Recommending Group: Med; Conference Vote: 382-109 (78% yes); Recommendation Rank: 38

- All media must present views in a balanced manner on all issues of concern.
- American families rest on a foundation of diversity. Such diversity is sorely lacking in the models provided by the mass media, both in advertising and in the content of entertainment fare, much of which ridicules strong family relations and provides negative roles for children and other family members.
- Stereotypical portrayals are particularly destructive and dangerous.

Related Recommendations: For other definition see Gov-50. For media and alcohol see Substance Abuse #28 Baltimore and Minneapolis and #29 Los Angeles. For media and handicapped see Human Needs #48 Los Angeles.

ID No. 28; Recommending Group: SubAb; Conference Vote: 520-45 (92% yes); Recommendation Rank: 3

Preventive approaches to the epidemic crisis of drug and alcohol abuse must receive priority action. . . in responsible media PSA advertising and programming, which counteracts the glamorization of alcohol and drug use in commercial advertising and programming.

ID No. 29; Recommending Group: SubAb; Conference Vote: 439-32 (93% yes); Recommendation Rank: 8

The media bears a responsibility toward the family and the community; therefore, the FCC licensure and programming criteria should provide that the media especially television be discouraged from glorifying the use of drugs and alcohol and promote responsible media advertising and programming which educate the family concerning the seriousness of substance abuse. Private and public organizations must take the responsibility to monitor all areas of the media.

Baltimore Conference	***Minneapolis Conference***	***Los Angeles Conference***
	ID No. 29; Recommending Group: SubAb; Conference Vote: 411-159 (72% yes); Recommendation Rank: 16	*No Recommendations*

All mass media licensed by the federal government, and whose receiving licenses and license renewal are contingent upon their performing a public service be required to present as an educational service on a regular basis (once a month), for a minimum of one half hour, the evidence that indicates the harmful effects of the use of all drugs.

Related Recommendations: Hand-48 relates to media and handicapping conditions.

Issues:

Community Institutions

Delegates to the White House Conferences recognized community and religious organizations as important supports for families. A large majority at each Conference called for greater involvement of community groups and religious organizations in planning and providing services to assist families. At the Baltimore and Los Angeles Conferences, specific encouragement of self-help groups was contained in recommendations which passed overwhelmingly. The Los Angeles Conference recommended that community organizations, religious institutions, and other voluntary associations cooperate with governmental entities in order to strengthen the informal support relationships which enable families to help themselves. Citizen participation and self-reliance among families were encouraged at the Baltimore and Minneapolis Conferences. Minneapolis delegates explicitly called for more activity by religious institutions in family life education and in advocacy for just and nondiscriminatory public policies. They also decried secular humanism in public institutions.

Both the Baltimore and Minneapolis Conferences called for attacks on racism and discrimination. Two recommendations were strongly endorsed in Los Angeles to strengthen the voluntary sector by providing additional tax benefits for volunteer activity and contributions, as well as "purchase of service" contracts with local nonprofit organizations. In Baltimore, delegates called on community institutions to support families' choice to have children through support for leave policies and child care, as well as legal, medical and family planning services.

> **"The time has come to approach family problems in innovative ways that draw on the strengths of individuals and local community institutions, instead of calling for more government spending and more government interference in our lives."**
>
> Elaine Donnelly,
> Oak Park, Michigan Hearing

Community And Informal Supports

Recommendations Compared

Baltimore Conference *ID No. 35; Recommending Group: Com In; Conference Vote: 495-75 (87% yes); Recommendation Rank: 38*	***Minneapolis Conference*** *ID No. 30; Recommending Group: Gov; Conference Vote: 293-264 (53% yes); Recommendation Rank: 49*	***Los Angeles Conference*** *ID No. 56; Recommending Group: Com In; Conference Vote: 413-48 (90% yes); Recommendation Rank: 22*
that Governments (1) increase support of local community organization of proven effectiveness for planning, coordination, and delivery of community services thus promoting citizen participation and self reliance among families and	At times families of all income levels have need of services and support. Resolved: that lawmakers at all levels should make a conscious effort to assure that proper provision for community input and increased recognition of community-based resources be given in the development of any legislation, department, agency or programs that affect, directly or indirectly, the family.	The WHCF recommends that community organizations, religious institutions, and other voluntary associations cooperate together and with governmental entities in order to strengthen the informal support relationships which enable families to help themselves.
strengthening institutions, such as religious groups and institutions, family law services, comprehensive health and community centers, family counseling, and community-based education centers.		
encourage and promote the increased use of existing physical and human resources in local communities, including self-help groups, supported by a wider range of professionals, who emphasize preventive health education.		Legislation should be designed to encourage self-help efforts and to avoid duplication of existing community services.
recognize and affirm the role of religious institutions in strengthening families		
provide for comprehensive, universally accessible social services.		
		Representatives of voluntary associations should be involved in an oversight capacity to federal and state legislatures in assessing the impact of legislation on the family.

Support From Private And Religious Community

Recommendations Compared

Baltimore Conference *ID No. 21; Recommending Group: SSF; Conference Vote: 405-164 (71% yes); Recommendation Rank: 20*	***Minneapolis Conference***	***Los Angeles Conference*** *ID No. 57; Recommending Group: Com In; Conference Vote: 423-56 (88% yes); Recommendation Rank: 18*
We recognize that family stability is a societal strength. For this reason, private, nonprofit and governmental agencies should provide services where needed. Recognizing the unique needs of all families, special attention should be given to families of different cultural, linguistic, ethnic, economic, and religious backgrounds.		The WHCF recognizes the influence on and the support to families given by religious, cultural, benevolent and other institutions and encourages them to continue and increase their help in counseling, values inculcation, involvement and to become more sensitive to the total needs of all persons, especially those with special needs.

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
No Recommendations	*ID No. 54; Recommending Group: Com In; Conference Vote: 324-234 (58% yes); Recommendation Rank: 43*	*No Recommendations*
	Religious institutions should become more actively involved in strengthening families through pre-marital counseling, family life education, including marriage enrichment, parenting skills, family communication, sexuality; the teaching of moral values; the providing of intergenerational programs; the offering of counseling services and support groups; and the realization of the role as extended family in a mobile society. These services should be offered not only for members, but for the community at large and the family life of the community strengthened by working for just and non-discriminatory public policies for all human beings, born and unborn.	
	ID No. 55; Recommending Group: Com In; Conference Vote: 286-269 (52% yes); Recommendation Rank: 50	
	We recognize the fact that this nation was conceived and prospered as a nation under God, and we oppose the imposition of a secular humanist philosophy on our public institutions. We support the right of society through its community and public institutions to recognize the existence of a supreme being as long as specific faiths or denominations are not restricted or promoted.	

Racism And Discrimination

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 57; Recommending Group: Com In; Conference Vote: 457-120 (79% yes); Recommendation Rank: 49	*ID No. 56; Recommending Group: Com In; Conference Vote: 521-39 (93% yes); Recommendation Rank: 2*	*No Recommendations*
That government's confront the negative impact of racism and discrimination on the total community and promulgate and enforce policies that directly reduce its influence in everyday life of families.	It should be reiterated that the governments, federal, state, local and more importantly, the PEOPLE of this nation will not tolerate racism and unfair discrimination in community services of any kind.	
Basic social policies should insure equity and social justice for all individuals regardless of and respecting differences of age, sex, race, ethnic, religious, cultural, or moral tradition and values	Basic social policies should also insure equity and social justice for all individuals regardless of race, sex, age, handicap, religions and cultural tradition and values.	
Also that community institutions have a responsibility to provide services to all members of the community and make available a choice of public and community services which take into account individual preference and differences in family makeup, and community pluralism.	This includes government responsibility to help those who do not have adequate resources to help themselves.	
Related Recommendations: See Government and other specific workgroups		

Support For Children

Recommendations Compared

Baltimore Conference

ID No. 56; Recommending Group: Com In; Conference Vote: 460-114 (81% yes); Recommendation Rank: 47

[redacted] concern that families continue to be able to choose to have children despite the present economic realities that force most parents to work.

We urge community institutions to provide and support programs of maternal and paternal leave and adequate child care options.

We also urge communities to provide and support access to legal, medical help in family planning services for people of all economic circumstances to safeguard their health and their choice to have children.

Related Recommendations: See also "Work" and "Health"

Minneapolis Conference

No Recommendations

Los Angeles Conference

No Recommendations

Support For Voluntary Sector

Recommendations Compared

Baltimore Conference

No Recommendations

Minneapolis Conference

No Recommendations

Los Angeles Conference

ID No. 55; Recommending Group: Com In; Conference Vote: 430-56 (88% yes); Recommendation Rank: 14

We urge federal, state, and local governments to support the voluntary sector by:

(1) Allowing income tax deductions for personal expenses incurred in volunteer work on the same basis as deductions are allowed for expenses incurred in business, industry and government.

(2) Encouraging charitable contributions by allowing tax payers who use the standard deduction to itemize their contributions.

ID No. 51; Recommending Group: Com In; Conference Vote: 418-62 (87% yes); Recommendation Rank: 20

Citizen participation is essential to the development of programs that truly meet family needs. Government programs that support families can often be most efficiently and effectively delivered by voluntary, nonprofit organizations at the local level. Therefore "purchase of service" contracts between government and independent sector agencies should be encouraged and utilized more systematically.

Related Recommendations: See also "Tax Policy"

Issues:

Law and the Judicial System

Delegates to the White House Conferences in Baltimore and Los Angeles called for greater use of conciliation and mediation services in family disputes, a system of specialty Family Courts and greater efforts to avoid out-of-home placement of children.

By votes of 91% to 90% respectively, Baltimore and Los Angeles delegates recommended the use of arbitration and mediation as alternatives to the traditional adversary system of resolving marital disputes. Their recommendations include:

- Availability of court connected conciliation and mediation services in all states and territories
- Sensitivity to cultural differences
- Encouragement of self-determination
- Support for joint custody

In addition, Baltimore delegates recommended that states explicitly consider how laws impact on family preservation, while Los Angeles delegates recommended increased divorce filing fees to fund conciliation and mediation services.

Family courts that would deal only with legal matters affecting families were called for by 89% of the delegates in Baltimore and 90% of those in Los Angeles. Both also recommended continuing legal education and greater cultural sensitivity for judges and other family law professionals. Baltimore delegates called for establishment of community advisory groups consisting of parents, public and private service providers, religious interest groups and elected officials to assist courts in determining the impact of their policies on family and community life.

Delegates, by votes of 92% in Baltimore and 88% in Los Angeles, made recommendations that courts minimize the disruption of families and take into account cultural and ethnic needs. They recommended that out-of-home placement of children be considered as an act of last resort and that the least restrictive placement be used to ensure the best interests of the child. Additionally, Baltimore delegates recommended removal of status offenders from the court structure and assurance of due process protection for children.

"The emotional restructuring of a family can be negotiated but it cannot be adjudicated. What the American family needs in the decade of the 80s is a structure to handle domestic disputes in a conciliatory format."
Lester L. Carney, Seattle Hearing

Family Courts

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 60; Recommending Group: Law; Conference Vote: 506-60 (89% yes); Recommendation Rank: 36	*No Recommendations*	*ID No. 58; Recommending Group: Law; Conference Vote: 432-49 (90% yes); Recommendation Rank: 12*
• It is the recommendation of the White House Conference on Families that each state establish a court system or level of judiciary to deal only with legal matters affecting the family (divorce, property division, custody, support, visitation, adoption, child abuse and neglect, and other juvenile matters)		• It is recommended by the White House Conference on Families that each state and territory consider the establishment of a professionally recognized specialty court in family law to deal only with legal matters affecting the family, such as divorce, custody, support, visitation, adoption, child abuse and juvenile matters,
• and that each provide opportunities for continuing legal education and cultural awareness for the judges and attorneys serving in this capacity.		and since this field requires special knowledge, compassion and cultural sensitivity, the judges and direct service personnel should receive special training and remain in the court for an extended period of time.
• Also that community advisory groups be established to assist the court in determining effectiveness of policies on family and community life. These groups should consist of parents, public and private service providers, religious interest groups and elected officials.		

Other Legal Issues

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 58; Recommending Group: Law; Conference Vote: 523-43 (92% yes); Recommendation Rank: 28	*No Recommendations*	*ID No. 60; Recommending Group: Law; Conference Vote: 424-58 (88% yes); Recommendation Rank: 17*
It is the recommendation of the White House Conference on Families that states be encouraged to revise their justice systems to		(Removal of child from home) Recommend: Each state and territory establish legal mechanisms to assure
• minimize disruption on families		• in every instance possible the family unity is protected within the best interest of the child,
• remove status offenders from the court structure		
		• programs of support services for families with special needs,
• The cultural and linguistic heritage of the families involved in this process must be taken into consideration.		• taking into consideration cultural and ethnic needs specifically,
• to consider particularly the impact which removal of children has upon families. State laws must assure that children be provided with due process protection, including the hearings and legal representation and including least restrictive placement whenever they are removed from home, whether for reasons of delinquency, dependency, mental illness, mental retardation or other social reasons.		• so that out-of-home placement of children is an act of last resort.

Conciliation And Mediation

Recommendations Compared

Baltimore Conference	Minneapolis Conference	Los Angeles Conference
ID No. 59; Recommending Group: Law; Conference Vote: 521-50 (91% yes); Recommendation Rank: 31	*No Recommendations*	*ID No. 59; Recommending Group: Law; Conference Vote: 430-56 (88% yes); Recommendation Rank: 15*
• Recommend that court-connected conciliation and mediation services become available in all states and territories,	(No recommendations concerning law and judicial system were adopted in Minneapolis. The proposals from the Law Workgroup in Minneapolis to support a Human Life Amendment (#57) and oppose ratification of the Equal Rights Amendment (#58) received 49 percent and 45 percent of the votes respectively, and were defeated.)	• (Court-connected counseling and mediation services) recommend that legislation in all states establish court-connected conciliation and mediation services as an alternative and supplement to the adversary system, for resolving disputes and strengthening families,
• with careful consideration of the linguistic and cultural difference of the involved families		• that such non-adversarial services consider family cultural differences;
• to assist families in self-determining issues relating to marriage, divorce, custody, support, visitation and any matter relating to their family unit;		• that families exercise self-determination in resolving divorce related issues such as custody, visitation and reconciliation possibilities;
• and to that end, joint custody of children should, whenever possible, be preserved between the parents as an alternative mechanism to the traditional adversary system;		• where reconciliation is not possible, to help the family become a viable communicative unit to ensure effective parenting and post-divorce adjustments, that whenever appropriate, joint custody be explored.
• and that the states consider laws that impact on the preservation of the family unit.		
		• That increased divorce filing fees fund the service.

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These are some of the things that our fourth grade class thought were important family problems. Here is a list of the problems we discussed. One of the problems is divorce. Divorce is very hard for the child for many reasons. They have to learn to cope with the new situation and sometimes they have to choose which parent to live with. That's hard. Another thing that is hard is hunger. Many children in the U.S. go through many days without any food. Parents who lose their jobs don't have enough money to pay for the proper foods. Drugs, smoking and drinking are also bad for children. When parents fight, they sometimes treat the children badly. Loneliness also is difficult for children. Some children are alone many hours a day. Some children's parents are in jail or prison. This can be a serious problem. Children must often learn to accept the illness or death of a parent. We hope you will discuss these problems at your meeting and find some ways to help children.

Letter to the WHCF from a 4th Grade Class

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Special Concerns

Minority Reports
Voting Analysis

The overall results of the Conference point to areas of consensus and identify issues which cross racial, regional and ideological lines. The Conference also reflected the very real diversity of this country. Within the larger consensus, it is important to analyze how different groups viewed the recommendations and how their priorities may have differed from the groups as a whole. And it is helpful to know where consensus did not exist.

Sources

This analysis of how diverse groups viewed the recommendations is drawn from two basic resources.

Minority Reports. Both the spirit and structure of the Conference sought to encourage open discussion of a broad range of positions. Therefore, only fifty delegates were required to endorse a minority report. Many took this opportunity to express disapproval of an action by a majority of the delegates or to call attention to an issue or concern not dealt with by the final recommendations.

Analysis of Voting. At each of the three Conferences, delegates had the option of anonymously indicating age, race, and sex on their ballots. At each of the Conferences a significant number chose not to take this opportunity. As many as 185 in Baltimore, 180 in Minneapolis and 254 in Los Angeles passed up these questions. However, an analysis of the top twenty recommendations of those who chose to respond provides interesting insights into priorities of various groups participating in the Conference.

> **"The people were so diverse. In one of my workgroups there was a Jewish grandmother from Syracuse, New York, me—a Southern Baptist from Brookhaven—and a Catholic priest from Gary, Indiana."**
> Mrs. Pat Allen, At-Large Delegate

Delegates Were Diverse

This Conference was diverse and included strong representation of minority communities. In fact, more than 515 delegates, or more than one-fourth of the total, were minority persons.

In addition, the Conference had significant representation of low-income families. More than 10 percent had family incomes of less than $8,000.

One out of every eight delegates was over 50 and one out of every 10 was under 30. In addition the Conference delegates in-

Minority Delegates

- **290** *(14.3%)* **were Black**
- **146** *(7.3%)* **were Hispanic**
- **44** *(2.2%)* **were Native Americans**
- **35***(1.8%)* **were Asian American or Pacific Islanders**

cluded significant numbers of single parents, handicapped persons, and others with unique challenges.

Racial and Ethnic Minorities

For racial and ethnic minorities, families have been a source of strength and support over decades of discrimination and racism. Extended families in particular have provided a haven and buffer against the forces of prejudice and poverty. These difficult challenges have produced unique strengths and needs, which were reflected in the White House Conference on Families.

Black Delegates

As a group, Black delegates gave strong and consistent support to recommendations directing attention to major economic issues. At Baltimore, for example, 11 of the top 12 proposals approved by Black delegates reflected the intense concern within the Black community for improvement in the national economy. Full employment and more sensitive personnel policies ranked highest among the 11 proposals followed by Social Security reform, home care for the elderly, anti-inflation efforts, tax credits for spouses, elimination of the marriage tax, tax credits for family care of the elderly, fair employment practices and support for the Equal Rights Amendment. Similarly, 10 of the top 20 recommendations approved by Black delegates in Minneapolis called attention to the economic pressures felt by many of their families. In Los Angles, full employment was ranked second, while equal pay for comparable work, fair employment practices and support for ERA were also among the top 10.

> **"Any meaningful White House Conference must address the double jeopardy of racism and poverty as a fundamental problem facing Black families."**
> Ann Ford, Tennessee Hearing

In Baltimore, Black delegates also placed priority on recommendations dealing with substance abuse, comprehensive health care and family violence. In Minneapolis, Black delegates showed greatest concern to the needs of handicapped persons and housing discrimination as well as issues dealing with homemakers and parental involvement in education. Black delegates in Los Angeles emphasized the need for more sensitive personnel policies, issues affecting handicapped persons and social services. Minority reports submitted by Black delegates stressed overcoming racist practices in government research practices and concerns about media programming.

Hispanic Delegates

The voting record of Hispanic delegates reveals a different emphasis. In contrast to the high ranking given by Black delegates to a jobs program, Hispanic delegates ranked that recommendation 12th in Baltimore, 18th in Minneapolis, and not in the top 20 in Los Angeles. Hispanics ranked business and government job creation 14th in Minneapolis. However, the priority recommendations for Hispanic delegates at all three Conferences stressed the need for sensitive support services: bilingual/bicultural education, family support services, services for the elderly, services for the disabled, and family violence prevention. In Los Angeles, two specific Hispanic concerns were revealed in support for the recommendation on parental involvement in educational policy (3rd) and recognition of ethnical and cultural diversity (8th). The need to combat substance abuse ranked in the top five proposals adopted by the Hispanic delegates at the Baltimore and Minneapolis Conferences.

Minority reports on Hispanic concerns were submitted at each of the three Conferences. They called for bilingual/bicultural education, better housing, and sensitivity to Hispanics in social services.

> **"There are many things the anglos could learn from us. Hispanic families have a very strong support system for their members. They seek out help first from the family, and family members will often drop what they are doing to help each other."**
>
> Guadalupe Gibson,
> WHCF Deputy Chair

They also stressed greater sensitivity in health services, employment of Hispanics, and support for the extended family.

Native American Delegates

Two high priority recommendations: recognition of cultural and ethnic diversity, and parental involvement in educational policy were strongly supported by Native Americans in Los Angeles, mirroring the concern of Hispanics on the same issues. In Baltimore, for example, recommendations on substance abuse, family support services, foster care reform and family violence ranked very high by Native Americans. Similarly, Native American delegates in Baltimore strongly supported approved multi-ethnic education efforts. In Minneapolis, Native American delegates consistently supported proposals opposing abortion, reflecting concern with the media, calling for increased parental involvement in education and health programs and providing support for disabled persons. In Los Angeles, they gave strongest support to family impact analysis, family courts, and family-oriented personnel policies. Minority reports submitted on Native American issues included concerns over tribal rights, funding of the Indian Child Welfare Act, and penalties for those who threaten Indian lands.

"Native Americans are affected by government from the day they are born. I was born with a federal pacifier in my mouth."
Jean Raymond, Seattle Hearing

Asian-American Delegates

The Asian-American delegates to the Los Angeles and Minneapolis Conferences emphasized economic issues. They expressed concerns related to full employment, family-oriented personnel policies, employment discrimination, and the inequities of the marriage and inheritance taxes. The Asian-American delegates in Baltimore favored support of the education recommendations, including multiethnic, multicultural education, and funding for education. They

also strongly supported recommendations regarding child care needs and the special needs of the handicapped and their families.

In general, minority reports submitted by Asian delegates called for multicultural and multilingual services and education, equal employment, affirmative action, and special programs for the elderly and immigrants, among other priorities.

> **"But when they come to the states what they learn in the family and what they learn in school, with the counselor, or the teacher, or what they learn from friends or T.V. is different from what they learn at home. So the child becomes confused..."**
> Quynh Tnguyen, Seattle Hearing

Voting Analysis

Analysis by Age

Voting on the top 20 recommendations was analyzed by six age categories — under 20; 20-29; 30-39; 40-49; 50-59; and over 60. Delegates under 20 were frequently concerned about issues such as substance abuse, teenage pregnancy, and education. But they also showed concern for the elderly and for foster care reform. Delegates in the age range from 20 to 59 seemed to be progressively more concerned about economic, workplace, and tax issues. As age increased, there appeared to be far greater emphasis on health, social security, and retirement concerns.

Analysis by Sex

When examining the top 20 recommendations by gender, there appear to be far more similarities than differences. Both men and women cited family-oriented personnel policy, elimination of the marriage tax penalty and inheritance tax, and economic benefits for the homemaker as very high-priority issues. In Minneapolis, both men and women endorsed anti-discrimination efforts, family impact statements, and substance abuse programs among their top five issues. Improved support services for the elderly and the handicapped also drew strong support from each sex at each of the Conference sites.

Other Special Concerns:

Ninety-one reports were submitted as delegates sought to voice sentiments that they believed had not been adequately expressed in the Conference recommendations. Delegates used them to express disagreement, to expand on recommendations, to cover issues not dealt with in the recommendations, and to lay out a program or a set of concerns for a particular constituency. While minority reports covered many issues, there were several areas that drew minority reports at each Conference as shown below:

Many other reports were submitted on subjects including energy, inflation, anti-family features of welfare, child support, education, military families, homemakers,social security changes, joblessness, D.C. Voting Rights, the Laxalt Family Protection Act, and many others. They are summarized in the section which follows.

In addition to voting and submitting minority reports, delegates used the speak-out sessions as forums to express their views. A well-organized "pro-family" faction carried out brief demonstrations —a walk-out in Baltimore, a caucus in Minneapolis and a symbolic destruction of one of their four ballots in Los Angeles to dramatize their concerns about the process and substance of the Conference. A variety of other groups also held caucuses and press conferences to call attention to their views.

> **"Did pro-life, pro-family people waste their time going to the WHCF? Should we have walked out? The answer to both questions is no. Sixty recommendations were considered by the conference; four were passed that we strongly opposed. Fifty-six recommendations were passed that should, if implemented, help and be supportive of the American Family. Our presence there was important.**
>
> Evelyn Aquilla, New York Delegate

Minority Report Concerns

> **"The strength and, perhaps, the survival of the family depends to no small extent on economic matters, in a word—jobs. And that means equal opportunity for all Americans, including Blacks, Hispanics, and other minorities and women."**
>
> Paul Pactor, Stamford Hearing

Racial and Ethnic Concerns: Twelve reports were submitted dealing with the specific concerns of Hispanic, Black, Native American, and Asian constituencies. They all stressed the need for recognition of cultural diversity and adequate representation of minorities in decision-making.

Anti-Abortion: Seven minority reports opposed abortion and called for a constitutional amendment to prohibit abortion or an end to government support for abortion.

Sex Education: Six reports either stressed the need for sex education at home or greater parental involvement in sex education efforts.

Youth Concerns: Several reports were submitted by youth delegates who opposed a draft; urged greater representation of young people on all boards, commissions and decision-making bodies; supported ERA and called for availability of contraceptives without parental consent.

Health Care: Five reports dealt with the need for comprehensive health care, better access for rural and underserved areas, and preventive health efforts.

Handicapping Conditions: Five reports expanded on the many recommendations dealing with issues affecting handicapped persons. They called for more discussion of such issues, support for self-help groups and career education, and advocacy and education on handicapped issues.

Non-Public Schools: One report at each Conference called for tax and other assistance for parents whose children attend non-public schools.

Definition of Family: Three reports called for family to be defined as "two or more persons related by blood, marriage or adoption."

Gay Rights: Three reports urged an end to discrimination against homosexuals.

Media: Two reports called for greater regulation of media and one opposed such action.

Child Care: Three reports supported increased effort to make quality child care available through incentives to business and tax benefits for parents.

Minority Reports

Under the White House Conference rules, any fifty delegates could submit a minority report. These reports convey several different kinds of views. Some indicate their disapproval of a recommendation adopted by the majority of delegates. Others express a view that a recommendation did not go far enough or lacked an important dimension. Still others draw attention to an issue or concern that was not dealt with by the Conference or one of its subgroups. Finally, some groups of delegates used the minority report process to lay out their views on a wide range of issues affecting their community or constituency.

The following materials summarize the minority reports, in most cases using the exact words of the reports themselves. They have been shortened for reasons of space. The full text of the minority reports is available from the White House Conference on Families. The number of delegates in parenthesis is the number of delegates signing the report.

Summaries of Baltimore Conference Minority Reports

Families and Economic Well-Being

1. We have made many recommendations that government expand and improve services and provide tax deductions, incentives, and benefits for many people. To deal with these costs and revenue losses, we recommend that the military budget be cut and that these funds be redistributed to fund expanded and improved services to families (57 delegates).

2. Recommendation 10 now includes the following language: "Federal income tax refund set-aside programs shall be a means of enforcing child support laws, and state compliance incentives be provided by the federal government. All providers under investigation for fraud participating in income assistance programs shall have a stay placed on bank accounts." We urge its deletion (89 delegates).

3. We strongly urge that the S.S.I. Program, AFDC Programs, and Title XX of the Social Security Act be fully applied to all U.S. territories, commonwealths, and possessions on an equal basis with states (53 delegates).

Families: Challenges and Responsibilities

4. Courses in public health, family life, and sex cannot be value free. Such courses, if directed at minors, should be elective requiring parental consent and should provide for and encourage the active participation of parents in the teaching process of their own children (60 delegates).

5. Family crisis intervention training should be required for all law enforcement personnel in federal, state, and local training centers, with annual training required for all law enforcement personnel who deal directly with domestic problems. In lieu of annual training, law enforcement agencies should have the option of establishing crisis intervention teams to deal with domestic violence on a 24-hour basis. Volunteer training should also be made available to agencies outside of law enforcement (50 delegates).

6. A family is two or more persons who are related by blood, marriage, or adoption (67 delegates).

7. Public policies, benefits, and research on aging must deal with specific needs of older women, such as: inadequate health care; insufficient income; employment discrimination and workforce re-entry difficulties; and lack of affordable housing (135 delegates).

Families and Human Needs

8. Recommendation 35, which identifies priority federal education programs should be expanded to include veterans' education benefits (67 delegates).

9. It should be the policy of government to support the "right-to-life" of the unborn child except where a threat to the life of the mother exists. No tax monies may be used to pay for abortions (52 delegates).

10. Medical treatment and health screening of minors should not normally be conducted until parents have been notified and their consent given (60 delegates).

11. Recognizing that abortion destroys unborn human life, it is not the proper role of government to provide funding for abortion. Such funding should be terminated (62 delegates).

12. This Conference's anti-life position denies basic facts about human existence and also fails to help women and adolescent girls who have a crisis pregnancy to deal with life in a way that will give moral alternatives to abortion (Submitted by Catholic Committee for the WHCF; signed by 120 delegates).

13. We urge the Administration and Congress to pass legislation that would give economic assistance to parents and families who choose private education by a system of tax credits or tuition vouchers (Submitted by the Catholic Committee for the WHCF; signed by 120 delegates).

14. We urge the House Ways and Means and the Senate Finance Committees to study and recommend specific tax legislation to increase industry incentives for providing child care. We also recommend an increase in the child care tax credit available to parents (57 delegates).

Families and Major Institutions

15. Recommendations regarding media may be construed as a willingness to encourage control of media. We reject constraints on the freedoms of mass communication in America. We accept only those recommendations offered within the broadest possible interpretation of First Amendment guarantees (53 delegates).

16. We urge support of HR 2074 which ends discrimination in housing, employent, education, and public accommodations because of an individual's sexual orientation, preference, or choice. Furthermore, we believe that any services, supports, or benefits granted to families should include lesbian and gay families (86 delegates).

17. There should be developed in the President's Office of Management and Budget an 8-A set-aside provision, guaranteeing to black and minority institutions and groups their proportionate share of R&D spending by the federal government. The federal government should develop a major plan for economic parity to be achieved among Black American families within a set time. Within government and the media, there should be a concerted effort to help White America overcome its racist notions which hinder black success and survival. Federal resources should be made available for helping Black Americans overcome the crippling economic and social effects of racist programming (Submitted by the Mass. Black Caucus; signed by 110 delegates).

18. We strongly urge the elimination of the existing federal ceilings imposed on funding of the Medical Assistance Program for the U.S. territories and possessions. Equitable treatment for all American citizens in these areas is long overdue (53 delegates).

Other Minority Reports*

19. Asian delegates urge the federal government to support: bilingual and bicultural education, training, and community services; enforcement of equal employment laws; special education programs for alienated youth; special programs for the elderly; life-skills programs for new immigrants; full utilization of Asians whose training is underutilized; and recognition of the positive influence and contributions of Asians in America (82 delegates).

20. We recommend that community and religious groups organize to protect our most valuable resouce, our young men and women, by opposing forced registration (66 delegates).

*These reports relate to more than one Topic or are not specifically included within the Topics as defined in the delegate workbooks.

21. The proposed constitutional amendment to give the District of Columbia voting representation in the House and Senate should be approved by all States that have not yet done so (53 delegates).

22. We insist that bilingual/bicultural education be endorsed at all levels of the educational process.

We must have housing that is safe, affordable, and takes into account Hispanic extended families. Foster and day care service must be delivered with a clear understanding of our child-rearing patterns and must employ Hispanic women. We need community health and mental health services that are culturally/linguistically sensitive and staffed with bilingual/bicultural workers. A national universal health insurance plan must become a reality. Title XX funds in Puerto Rico and territories are grossly unfair. We insist that such payments reflect our needs. In addition, equal treatments must be quaranteed to us in all federal legislation of a social welfare nature. We ask that government prioritize monies from the federal budget towards increasing jobs for Hispanics and other minorities which pay equal wages and provide equal benefits and employment opportunities with dignity.

We encourage government on all levels to provide social security benefits for homemakers. We stress the importance of government's role in supporting, enhancing, and evaluating all affirmative action programs. We strongly urge all federal, state, and local governments to address and support the needs of the extended family network (Submitted by Hispanic and Puerto Rican Caucus; signed by 60 delegates).

23. We recommend: that there be significant youth representation on the White House Conference on Families National Advisory Task Force; that there be student/youth representation on school boards, college councils, youth bureaus, and all federal, state, and local committees which relate to youth; and that comprehensive family life education programs be instituted in the schools and the community at large.

In addition, members of the caucus call for: universal disarmament; extensive examination of the need for draft registration and the draft; a reduction in the defense budget, and rechanneling of monies to meet human needs; elimination of anti-grouper laws, which represent housing discrimination against youth and students; ratification of the ERA; removal of status offenders from the criminal court system; and elimination of all laws which restrict the availablity of contraceptives to youth (Submitted by WHCF Youth Caucus; signed by 62 delegates).

> **"The family is none of the government's business. To the extent the government tries to figure out what our problems are, it is likely to ask the wrong questions, get the wrong answers, and then make them worse."**
>
> V. Dallas Merrell, At-Large Delegate

Summaries of Minneapolis Conference Minority Reports

Families and Economic Well-Being

1. Inflation, the fluctuating value of our dollar, and extraordinary financial pressures are working tremendous hardships on families in the military. We propose that the federal government recognize these hardships and allow satisfactory cost of living and relocation allowances to ease these pressures (61 delegates).

2. We urge Congress to enact national energy policies to: place the development of energy resources on public lands under public ownership or control; and require horizontal and vertical divestiture by corporations holding substantial interests in two or more energy sources (50 delegates).

Families: Challenges and Responsibilities

3. Recognizing that our nation was founded on a strong traditional family, meaning a married heterosexual couple with or without natural children, it is imperative and we demand that the President immediately correct by Executive Order the name "White House Conference of Families" and let it be known in all future Conferences as the "White House Conference on the Family" (54 delegates).

4. We urge that government policies and laws define families as being related by hetrosexual marriage, blood, or adoption (51 delegates).

5. We urge support for the Domestic Violence Treatment and Prevention Act of 1980 (S.1843) [Passed U.S. House in December 1979 - 296-106, currently pending in U.S. Senate] and support for increased funding under the Child Abuse Act of 1974, as well as administration of the two bills through a single coordinated federal effort. These programs should involve a state planning agency with service delivery by a variety of community and self help groups (117 delegates).

6. Premarriage counseling and educational programs help clarify the expectations of marital partners and the responsibilities of family living and may help avoid serious marital problems. Thus, all who are licensed to perform marriages should be encouraged to require that each couple that wishes to be married participate in a premarital counseling and education program (64 delegates).

7. Government, private, and church related groups should assist with financial and other support services to families whom dislocation places in severe economic crisis. Such families include migrant workers, refugees, recent immigrants, documented and undocumented, and that growing number of families left jobless by the recession (50 delegates).

8. Parents should assume the primary responsibility for teaching their children basic moral and responsible conduct in the home environment, and all federal programs should recognize the parental right to notification for any government programs involving a minor child (57 delegates).

9. Parents should assume the primary responsibility for teaching their children basic moral values and responsible conduct in the home environment, and all federal programs should recognize the parental right to notification for any government programs involving a minor child - and a child's rights should not supercede the rights of parents (55 delegates).

Families and Human Needs

10. We urge that the private and public health sectors focus on prevention, voluntary early heath intervention, education and outreach services. These should be accessible for all segments of the community and reimbursed by third-party payors or tax credits. Priority shall be to eliminate the discrepancy in health status between the minority and general populations and reduce suicide, homicide, and alcohol and drug-related deaths (124 delegates).

11. Comprehensive health care should be accessible to all segments of the community, recognizing that special emphasis must be directed toward the medically underserved families in rural and urban locations. Specifically, access barriers such as culture, geography, physical barriers, and cost must be adequately addressed (57 delegates).

12. We recommend that local, state and federal governments re-evaluate their educational laws and policies to ensure the place of the family as the primary educational delivery system (74 delegates).

13. We want to ensure that all other federal conferences guarantee that the concerns and interests of persons with handicaps will be fully discussed and dealt with, and in this way make the handicapped individual a productive and creative member of American society (58 delegates).

14. Children's rights must begin with the right to life from the moment of conception. We are becoming a country that is fruitful for the preservation of the Snail Darter, but we hold an unborn baby to be of no account. The rights of the unborn child should be considered (60 delegates).

15. We urge the Conference approve the following recommendations: legislation should be enacted so that families are enabled financially to make genuine educational choices; the Department of Education should ensure a significant involvement of parents who choose private education; regulations should be developed to guarantee the participation of private school children in programs intended by Congress to benefit all children; guidelines regarding compliance of private schools with public policy should reflect an understanding of the unique structure, character, and membership of the school and its sponsoring community (58 delegates).

16. The following elements should be available to the family from birth of a handicapped child or from the onset of the condition: an open self-help network of volunteer families; insurance coverage for professional counseling fees; stronger emphasis on career education for handicapped individuals; and a better understanding of the emotional impact of the onset of handicapping or disabling condition (53 delegates).

17. The greatest handicaps that handicapped individuals and their families suffer is the negative attitude of society toward their differentness. Steps to overcome this might include: education to mitigate the general fear of the unknown, and rewards for and recognition of innovative model programs and techniques to change attitudes (51 delegates).

18. We support comprehensive health care, accessible to all segments of the community, based on individual needs and choices. We recognize that special emphasis must be directed toward the medically underserved families in rural and urban locations. Access barriers such as culture, geography, physical barriers, and cost must be adequately addressed if this goal is to be achieved (90 delegates).

Families and Major Institutions

19. Television should develop programs that prepare individuals for marriage, strengthen family relations, and assist family members in achieving full potential. Community boards should be established to assist T.V. in interpreting American families of the 1980's (60 delegates).

20. Religious institutions should become more actively involved in strengthening families through pre-marital counseling; family life education, including marriage enrichment, parenting skills, family communication, and sexuality; the teaching of moral values and the providing of intergeneration programs; the offering of counseling services and support groups; and the realization of the role as extended family in a mobile society. These services should be offered not only for members, but for the community at large (50 delegates).

21. Court-connected conciliation and mediation services should be made available in all states and territories, with careful consideration of the linguistic and cultural differences of the involved families, to assist families in self-determining issues relating to marriage, divorce, custody, support, visitation, and any matter relating to their family unit. Whenever possible, custody of children shall be determined by the parents themselves. Court-connected counseling services should be funded by increased fees for marriage licenses or divorce filing fees (70

delegates).

22. We urge the Conference to help restore to fathers, the heads of families, the dignity they lose when we make it more economically feasible for them to leave the family rather than to stay and work (54 delegates).

23. We urge the Conference to endorse the right of families to provide, in whatever way they deem appropriate, for the inculcation of religion in the individual family setting. We would discourage all governmental bodies from imposing any form of religion upon family members through governmental institutions (55 delegates).

24. The federal Office of Families should be responsible for implementing the resolutions adopted by the Conference (54 delegates).

25. States should be encouraged to develop child-support programs which will ensure the creation of adequate and equitable support obligations on the part of noncustodial parents, and will commence prompt enforcement proceedings on behalf of the custodial parent when necessary (51 delegates).

26. States should be encouraged to revise their justice system to minimize disruption of families and to consider particularly the impact which removal of children from the home has upon families. State laws must assure that children be provided with all safeguards of due process afforded adults, and that the principle of the least restrictive placement be applied whenever they are removed from home for whatever reason (57 delegates).

27. We advocate a Conference recommendation for: removing discrimination because of sexual orientation in jobs, housing, public accommodations and services, taxation, and other areas of the public and private sectors, specifically including the family-related areas of child custody, divorce, adoption, foster care, and juvenille justice; and conferral of "family benefits" on all units of two or more persons that function and define themselves as families (53 delegates).

28. Government should take a comprehensive look at its structure to eliminate institutional racism and bias against the poor (50 delegates).

Other Minority Reports*

29. The Conference should support self-determination and the unique treaty relationships of American Indian Tribes with the government, and further support the rights of tribes to be included in development, implementation, and approval of human services, and other policies and legislation that impact American Indian Families (56 delegates).

30. Hispanic delegates urge that the Conference's August task force ensure adequate Hispanic representation and also urge that: bilingual-multi-cultural education be urgently endorsed at all levels of education; economic policy reflect and respond to the critical employment needs of Hispanic; support services such as job training, housing, and social services, be specifically earmarked for migrant families threatened by mechanization; the elderly should receive the same government tax incentives and services at home that they would recieve were they to be institutionalized; that federal tax policies should recognize the elderly and child care provided by the Hispanic family unit and promote its continuity and expansion by adopting tax credits; and that Hispanic families should not be discriminated against because of extended family culture by governmental regulations restricting family size (77 delegates).

31. Advocacy for the handicapped individual should focus on the rights of the individual, not on the handicap or disability. Advocacy must be broad-based, universal, and nondisease or status oriented. (54 delegates).

32. The appointment of more than five delegates per state may have unfairly represented the people of the United States. The great bulk of the delegation should have been selected by vote of the people for true representation (57 delegates).

"Be like us. Let us help you. And the White Man did. He helped us, and helped us, and nearly helped us to death."
Albin Mattson, Detroit Hearing

*These reports relate to more than one Topic or are not specifically included within the Topics as defined in the delegate workbooks.

Summaries of Los Angeles Conference Minority Reports

Families and Economic Well-Being

1. Government anti-inflation policies should place special emphasis on components that hit families hardest: food, health, energy, and housing. Federal, state, and local governments should support a coherent energy program, a comprehensive national health program, and lower interest rates to enable families to buy homes and meet other family needs. Anti-inflation programs should not be at the expense of human services such as employment, housing, and welfare. Government should refrain from policies that cause unemployment in order to slow the economy and control inflation (53 delegates).

2. Section A-2 #6 addresses full employment, placing special emphasis on minority women and youth. We view this recommendation, with its special emphasis, to be inconsistent in establishing family unity in the minority community. It is of equal importance for minority males to have the respect of their families, which is enhanced when they are contributing participants to their economic well-being. The separation of the minority family in terms of women, youth, and males serves to undermine the aim of full equal employment for the minority population at large (50 delegates).

3. We urge enactment of tuition tax credit legislation for parents, foster parents, and legal guardians of students to attend institutions of higher education of their choice (52 delegates).

4. In families where an adult family member chooses to stay home to raise (care for) the children, tax credits should be allowed commensurate with credits which would be allowed for day care expenses if that member were employed outside the home (117 delegates).

5. Public Law 95-588 Veterans & Survivors Pension Improvement Act of 1978 to Amend P.L. 95-588 to provide payment to children in an amount based on the loss of a parent rather than on the income of the child and to assure continuance of benefit payments to children until they reach the age of majority or are otherwise emancipated (51 delegates).

6. The impact of energy development industries upon the community and families creates a need for increased human services. To ease problems with rapid growth, cooperation between private industry and government at all levels is essential and should include community and family needs assessments, informing the community about the impact of providing higher severance taxes or other mechanisms to pay the human and environmental costs of energy development (68 delegates).

7. Federal, state and local government and private sector efforts to provide support and services to *displaced homemakers* should include: adequate child care facilities; financial and other counseling; job training, especially in the development of skills in non-traditional, higher paying jobs; appropriate job placement at a living wage to enable the displaced homemaker to maintain and enhance self-respect as a productive member of society (53 delegates).

8. A national minimum benefit level for AFDC recipients should be established and maintained sufficient to meet the following goals: provide for basic human requirements; encourage job training and education; ensure adequate day care and work incentives; maintain health and day care to encourage rapid transition to family self-sufficiency (195 delegates).

9. We urge that the windfall profit tax be repealed or amended to exempt domestic oil producers producing 1000 barrels per day or less (54 delegates).

10. The federal government must enforce the right of tax immunity of Indian tribes guaranteed by treaties, acknowledging that the immunity is essential for the economic survival of Indian tribes and families, and must not permit the state governments to destroy Indian life through double taxation (64 delegates).

Families: Challenges and Responsibilities

11. We recommend that in any course developed on Family Life Education, there be objective teaching of the values and morals consistent with the Judeo-Christian ethic which are based on absolute standards upon which this nation was founded. In presentation of material on family life education, there must always be some standard of right and wrong, since to teach no standards is in effect to make a value statement (63 delegates).

12. We beseech all members of the American family to open their minds and hearts to the homosexual members of their families and not cut them off from the irreplaceable environment of family affection We also call on gays and lesbians not to deny their families their love even though the challenge may seem insurmountable. Finally, we ask Congress to pass legislation protecting the right of all homosexuals (123 delegates).

13. We urge legislation to bring military pay in line with civilian compensation and encourage and support governmental and private non-profit organizations in their efforts to address the needs of military families, including foreign born spouses (62 delegates).

14. The Indian Child Welfare Act (P.L. 95-608) should be fully funded to allow for its effective implementation (60 delegates).

Families and Human Needs

15. We affirm the reality, dignity, and the right to life of every human being from conception to natural death; reject abortion, infanticide, and euthanasia as immoral therapeutic procedures; include reproductive health services for minor children within the scope of parental rights and concerns for their minor children; support those public programs that respect the consciences of tax-payers; and support a Human Life Amendment to the constitution of the United States (106 delegates).

16. Comprehensive health care should be totally accessible to all segments of the community, recognizing the special emphasis must be directed toward medically underserved families in rural and urban locations. Specifically, access barriers such as culture, geography, physical barriers, and cost must be adequately addressed if this goal is to be achieved (50 delegates).

17. Sex education courses should be selected and voted upon every three years by the parents of school children within their own school boundaries. These courses should not be federally funded (89 delegates).

18. We reject abortion to eliminate the deformed unborn and support the idea that in fundamental human matters such as life and liberty, all persons are equal regardless of health or degree of perfection (55 delegates).

19. It should be the policy of government at all levels to assure the availability of a wide range of training, technical, and support services to child day care providers as a means for continuing improvement in the quality of day care services provided and an upgrading of the status of the day care profession (66 delegates).

20. All children have a right to an education that is sensitive to their particular needs. To this end, we urge that the Department of Education and local school districts adopt policies that will insure: an end to sex-role stereotyping in instructional material, course selection, and career guidance; multi-culture education that is sensitive and appropriate to children of different ethnic backgrounds; ESL and bilingual education programs for the non-English speaking; and full funding and implementation of the "Equal Education for All" bill (PL 94-147) (56 delegates).

Families and Major Institutions

21. We urge that the Congress pass legislation charging the Office for Families in the Department of Health and Human Services to investigate and report bi-annually on all matters pertaining to the welfare of families in the United States, and on the ways in which government legislation, policy, programs and practices at the federal level and in the several states and territories have effects adverse to strengthening family life in our nation (49 delegates).

22. Mass media must improve their responsibilities and service to neglected American minorities by increasing qualitatively sensitive and relevant editorial content, enhancing their image; by providing equal opportunity of employment; and by safeguarding affirmative action (74 delegates).

23. Because the air waves belong to the public and programming must be for the convenience, necessity, and interest of the public, the Federal Communications Commission should retain the standards for the television media as expressed in the Communication Act of 1934, in particular: the right of the public to participate in FCC proceedings; more vigorous enforcement of the fairness doctrine; defeat of the effort to change the licensing of stations from 3 to 5 years; and improved network standards for news, public affairs, and programming appropriate for family viewing (58 delegates).

24. Federal, state, and local governments should authorize and provide funds for the wide dissemination of print and broadcast information concerning family support systems. This authorization and funding shall be for information, not promotion (53 delegates).

25. Media portrayals of family life should not include glamorizing the practice of homosexuality. Responsible heterosexuality and heterosexual marriage as a norm and foundation of civilization should be the standard for the media to adhere to (52 delegates).

26. Policymakers and the general public must recognize that families with children in trouble need help for all members of the family. Incarceration is not remedial but punitive, usually resulting in permanent criminal activity. Proven programs of prevention, intervention, and amelioration must be replicated and adequately funded. This assurance must be expressed in all demonstration grants. Juvenile courts must help sustain and rehabilitate families (85 delegates).

27. We endorse the efforts of the state of California in developing a master plan for services to children and youth and recommend that the federal government use that plan as a guideline to develop a similar plan for the nation (52 delegates).

28. The federal government should implement a policy of providing juvenile justice programs which are alternatives to incarceration and which protect and respect cultural, ethnic, and language differences (66 delegates).

29. The federal government should recognize cultural diversity as a source of strength in family life which must be considered in planning family policy and programs (58 delegates).

Other Minority Reports*

30. To support and maintain the cultural and social values which have contributed to the solidarity of Asian Pacific American families, we recommend: inclusion of Asian Pacific Americans in all affirmative action policies and government programs; social and health service delivery is sensitive to diversity of language, generation, and nativity; provision of bilingual and bicultural education; and program policies for refugees that respect the integrity of the family (61 delegates).

31. Delegates with disabilities request that: (1) those needing attendant care receive it at no cost to the delegate or the attendant; (2) that a conference site be selected which is as accessible to the disabled as to the abled bodied; and (3) the National Conference include a "handicapping condition" section under all major topic groups as opposed to one section under human needs, which has segregated delegates with disabilities (130 delegates).

32. Existing laws against child pornography must be enforced, and stronger laws, if needed, should be enacted. We endorse the Laxalt Family Protection Act and the family-protecting approaches embodied within it. The right of parents to rear their children according to their religious beliefs is a fundamental order of God and nature. It must not be undermined by any government action. Government policies which cause jobs to become scarce or which over-regulate the job market must be re-examined. Individuals dependent on government welfare should be required to take work available to them at their level of skill. The most imperative need of families is for lower tax rates at all levels.

The greatest single measure to enhance the status of homemakers would be the existence of a living wage earned by the head of the family, so that no homemaker was forced into the job market. Parents have the primary right and responsibility to educate their children according to the philosophy of their choice without government interference or financial penalty. Towards this, we urge parental review of textbooks prior to their use in public schools and restoration of school prayer. Publicly funded health insurance or health care programs are not in the best long-term interest of families because they lead to evaluation of individuals in terms of their "cost" to the system. We reject public policies or judicial decisions which embody the philosophy that children have rights separate from those of their parents and/or family members.

A family consists of persons who are related by heterosexual marriage, blood, and adoption, and children of these relationships.

Legislation and policies dealing with child abuse should ensure that reasonable methods of corporal punishment, reasonably employed, are not taken to be child abuse. Spouse abuse should find its legal remedy at the local and state level (50 delegates).

33. There is a clear need for equal representation of minorities at both the state and national level. Some of the areas that need to be addressed are: bilingual education, child care, and adequate education for young mothers (54 delegates).

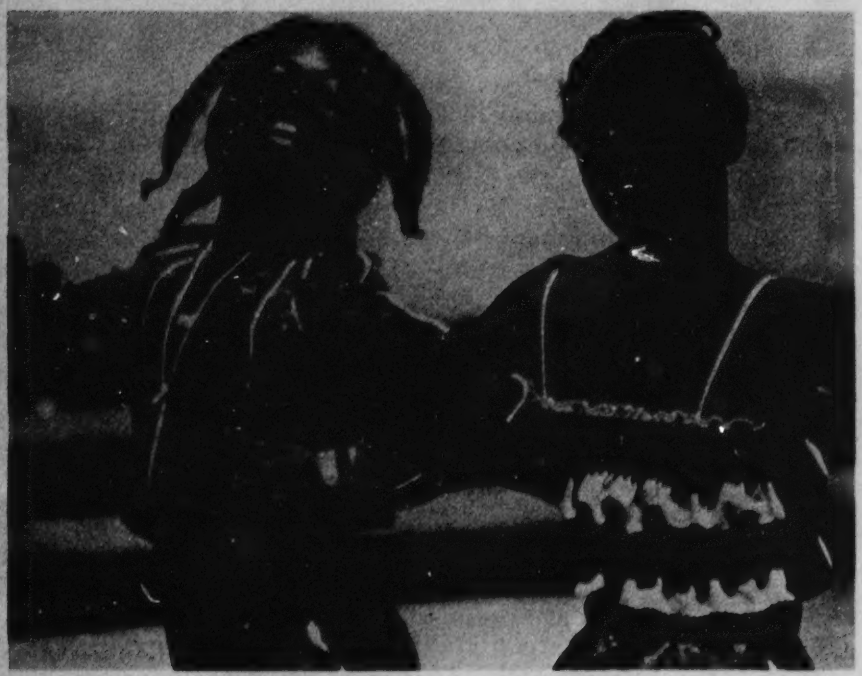
34. Hispanic delegates favor the following bilingual/bicultural education at all levels of educational process; foster-care placement of Hispanic children that is cognizant of the damage to a child's growth, development, and cultural integrity caused by capricious or arbitrary removal of our children; policies that address the under-representation of Hispanics in the legal and justice systems at all levels; government benefits, rights, and support to undocumented workers; re-examination of policies that pre-select specific ethnic population groups to die younger, suffer greater health damage, and want for health care in all areas; priority federal funding to increase jobs for Hispanics and other minorities, which pay equal wages, provide equal benefits, and provide an employment opportunity with dignity; social security benefits for homemaking; government support for all affirmative action programs; federal, state and local government support for the needs of the extended family network (68 delegates).

35. The federal government must impose severe penalties against industries and local governments which encroach upon those properties and rights guaranteed to Native People by treaties or land grants, and must acknowledge its responsibilities to assure and assist economic and social freedom for Native families (60 delegates).

*These reports relate to more than one Topic or are not specifically included within the Topics as defined in the delegates workbooks.

Summary of National Task Force Minority Report

Of the 170 recommendations to emerge from the three White House Conferences on Families, the majority would necessarily result in more governmental expenditures and greater governmental influence on the individual family unit. We, the undersigned, regret the inordinate growth of the federal bureaucracy in recent years, and fear that the final White House Conference report will be interpreted as a mandate to assume even greater power and influence. If there is an appropriate place to stop the intrusion of government into the fabric of American life, it is at the front door of the family (18 delegates).



Implementation and Advocacy:

Recommendations to Reality

> **"I believe that a White House Conference on Families can be of great value at this point in our history. It can serve to reaffirm the vital functions of the family as a cornerstone of our national well being."**
>
> Senator Alan Cranston

It is one task to generate an agenda of recommendations to strengthen American families. It is quite another to effectively advocate those proposals where decisions are made. Fortunately, from its inception the White House Conference on Families has been structured to do both tasks.

Senator Alan Cranston first emphasized the importance of a post-Conference implementation effort during a 1978 congressional hearing. He urged that the Conference staff should be maintained for six months after the Conference to take action on the final report. President Carter committed his Administration when he told delegates to the first Conference in Baltimore: "I will do all I can to ensure that your work does not end just as a report on the shelves in Washington."

From its first meeting, the White House Conference on Families National Advisory Committee planned for implementation. It budgeted funds for six months of post-Conference activities that would include completing the Conference report and beginning the job of translating the delegates' recommendations into reality.

It was clear from the outset, however, that implementation of the proposals will take far longer than six months. Therefore, the Advisory Committee directed the Conference staff to use the period to lay a foundation for action and to generate momentum that other organizations and individuals could continue throughout the decade of the Eighties. Preparing this foundation will involve states, national organizations and their affiliates, and the thousands of citizens who participated in the Conference process.

Senator Alan Cranston of California, chairman of the Senate Subcommittee on Children and Youth, addresses WHCF hearings in Washington, D.C.

At its meeting in August following the Task Force session, the National Advisory Committee shared ideas for implementation and adopted two significant motions. The first called for a sub-group of the NAC to develop a plan to continue the work of the WHCF, including independent monitoring activity, advocacy, and work with states. It also called for an annual report to the White House on the progress of Conference recommendations and White House action on a government-wide task force to develop a plan of action on the WHCF recommendations. It urged that elected state representatives to the Task Force and state coordinators continue to serve as links to

each state and that the 1980s be declared the Decade of Families. A second recommendation dealt with the Office for Families, urging that sufficient funds be made available to fulfill its follow-up responsibilities.

Some progress has already occurred. In August, 1980, Conference Chairperson Jim Guy Tucker testified before the House Ways and Means Committee on the delegates' overwhelming sentiment in favor of repealing the income tax marriage penalty. Executive Director John L. Carr carried the same message to the Senate Finance Committee. President Carter recently proposed a tax credit to minimize the marriage tax penalty as part of his economic revitalization program. In October, top executives of the nation's largest corporations met at the White House for a briefing on Conference recommendations affecting the workplace, such as flextime, leave policies, and child care.

Jim Guy Tucker testifies on WHCF "marriage tax" recommendations before House Ways and Means Committee.

Key elements of the six-month implementation period are:

- **Communication of Conference Results.** The Conference report, and its summary will be widely distributed. The Conference newsletter, news releases, feature articles, and television and radio appearances will be used to communicate the Conference results to the nation.
- **Analysis of Conference Recommendations.** The recommendations will be analyzed to show whether they are directed to the public, private, or voluntary sectors. The WHCF will request the President to direct all federal departments and agencies to review the proposals and report on their potential and implementation. The departments will also be asked to suggest both short and long range strategies for implementation.
- **Generating Interest and Action Among Constituencies.** Conference recommendations will be shared with key constituencies, including academic institutions, business and labor organizations, religious groups, professional associations, foundations, state and local public officials, and civic, fraternal, and human service organizations. These groups will be encouraged to inform their members about the recommendations and to utilize the proposals within their program and service areas. They will also be urged to develop action plans to generate support. In addition, key decision makers in the public and private sectors will be identified and contacted regarding specific recommendations. Existing coalitions and networks will be utilized and new ones may be established if needed.
- **Establishing Vehicles for Ongoing Implementation.** Implementation of recommendations from any White House Conference is usually a long-term process, often requiring years of effort. Although the WHCF will go out of existence in March 1981, implementation efforts must continue if the Conference is to reach its long-term goals. Among the resources for this continuing effort are the Office for Families within the U.S. Department of Health and

> **"Some of your recommendations may be implemented before the ink is dry."**
> Stuart Eizenstat, Assistant to the President

Human Services, the White House Domestic Policy Staff, citizens' advocacy groups and continuing monitoring and advocacy efforts both inside and outside the government.

Office for Families

John Calhoun heads the Administration for Children, Youth and Families which includes the Office for Families.

President Carter launched the Office for Families last November in part to assure implementation of WHCF recommendations. The Office for Families has already launched several activities to help implement Conference recommendations. With a broad mandate including policy analysis, advocacy, information dissemination, technical assistance, and a research and demonstration authority, the Office is attempting to focus its limited resources on areas which Conference delegates identified as priorities.

Over the next year the Office will be a part of a demonstration project of family impact analysis by a state commission. In addition, a study is about to be completed of several areas where law and regulations interfere with family functioning.

A major initiative is the development of a consortium of organizations, "Friends of the Family," which will work to support parents in enhancing their parenting skills. This project involves publication of a catalog of parenting materials available to parents and others from the Department of Health and Human Services and the Department of Education, as well as television and radio public service announcements.

A major concern expressed at the Conference related to the narrow, prescriptive nature of services available to individual family members. The Office for Families intends to support, through information dissemination and technical assistance efforts, efforts to break through service coordination barriers. Publication of a "Promising Practices" inventory of exemplary community-based practices aimed at engaging and supporting families with maximum effectiveness will be a first effort in this regard. In addition, competitive award "mini-grants" will be made to private and community organizations providing innovative services to families.

Believing that the major legacy of the WHCF is not at the national level, the Office for Families is developing an announcement for competitive funding to support state and and local implementation activities, especially those involving private sector organizations in networking and advocacy efforts.

Implementation in the States

Early in the Conference planning, the National Advisory Committee urged each state coordinator to establish an advisory and planning committee that would continue to be active after the Conference in order to work toward implementing action of state

and national recommendations. As a result, structures for implementation are already in place in more than 80% of the states.

When the National Task Force met in Washington in late August, an important part of its agenda was an exchange of ideas and information among the state representatives. The principal strategies that seem to be emerging in the states includes:

- Convening meetings of the state delegation and advisory committee to establish state priorities on recommendations;
- Meeting with Governors to discuss the final White House Conference recommendations, to urge funding for the implementation period, and to urge establishing the state delegation as an ongoing task force;
- Establishing a link between the state delegation and the Governor's Commission on Children and Youth, and changing its title to include the words "and Families";
- Briefing state legislators on WHCF recommendations and asking city and county officials to respond in writing with their opinions about the WHCF recommendations and ways they can assist in implementation;
- Writing members of Congress urging that WHCF activities continue through the Office for Families and other entities;
- Meeting with members of the business community to discuss WHCF recommendations, especially those related to work and personnel policies;
- Using the Cooperative Extension Service to educate citizen groups about the WHCF recommendations;
- Organizing a speakers bureau using members of the state delegation.

During the August meeting, most states were able to identify persons who could serve as a contact person during implementation. (The contact list appears at the end of this section.)

These strategies are only the beginning; as public awareness and interest continue to grow, new opportunities and ideas will arise and the WHCF newsletter will keep states informed about each other's activities as well as provide analysis on legislation affecting families.

> **"The Kansas delegation hopes to be able to continue to work together in the state in support of families. We hope to be able to institute some change in public policy at state level which will be of help to families."**
> Donna Perline, Kansas Delegate

National Organization Activities

Throughout the Conference process, national organizations were instrumental in informing and involving many thousands of individuals in the Conference's state and national activities. The commitment and active support of these organizations will be equally important during implementation because they have the resources and a capacity for long-range planning that far exceed that of the WHCF. As permanent features on the American scene, national organizations can use the momentum of the WHCF to

renew their own efforts to reach goals they share with the Conference.

National organizations' involvement can take many forms. Some have already designated WHCF implementation as a priority of public policy and education activities. They can inform their members about Conference recommendations and the process by which the recommendations were formulated. Newsletter articles, special mailings, reprints, and speakers at meetings can all make valuable contributions. Many recommendations call for action at the state or local levels and can best be addressed by local affiliates or chapters. The national organizations, however, need to distribute local and regional information to their broader memberships.

> **"I will do all I can to ensure that your work does not end just as a report on the shelves in Washington."**
> President Jimmy Carter

National organizations may choose to adopt one or several recommendations for in-depth study, utilizing group discussions, readings, guest speakers, or surveys.

Some recommendations do not call for study but instead call for efforts to establish or reform badly needed services and programs. National organizations have a unique capacity to initiate model programs, either directly or through local affiliates, to compare approaches and techniques and to make adaptations with a maximum of flexibility.

National organizations also have broad experience in advocacy. Several are planning to focus their advocacy on WHCF proposals. The WHCF recommendations represent the polled input of more than 125,000 individuals and as such can lend support to existing advocacy efforts. National organizations can review their own policies and programs to make them sensitive to families. The effectiveness of these efforts can be multiplied through the establishment of *ad hoc* networks or coalitions dedicated to the achievement of specific results.

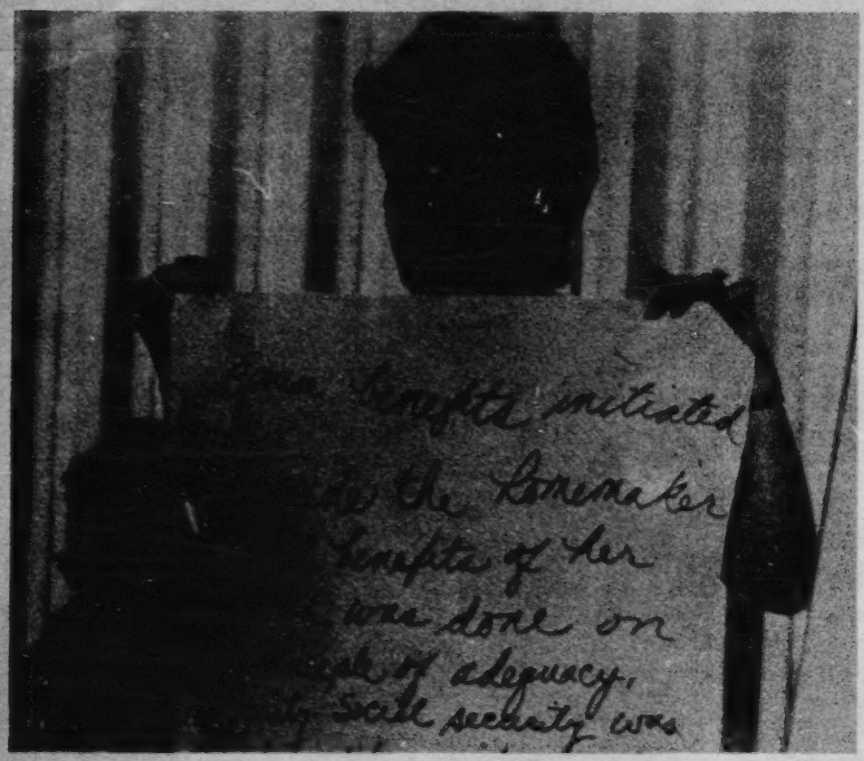
Finally, many national organizations develop their policies and programs in accordance with priorities which are established by their memberships or governing bodies. As organizations develop their priorities, Conference recommendations should be given serious consideration, both for their short- and long-term implications.

Individual Efforts

One of the strengths of the WHCF is the great extent to which it involved families themselves—families who were not representing the views of any organization or group but voicing their own opinions and concerns. In doing so, they shaped the Conference's substance and style. The families who patiently gave testimony at Conference hearings, who attended state conferences, and who diligently hammered out Conference recommendations in Baltimore, Minneapolis, and Los Angeles must continue to be involved.

Whether they choose to do so on an individual basis, through organizations, or through coalitions, they have many important tasks ahead. They can educate fellow citizens about the Conference through letters to the editors, and by arranging for speakers at PTA, civic, or religious meetings. They can contact public policy makers regarding specific recommendations. Letters and personal contacts are essential if Conference recommendations are to become a reality. And they can establish coalitions and networks around local issues, reaching out to others with similar concerns and involving them in the Conference implementation process.

> **"It was an eye-opener. I've had my head in a diaper pail for six years and it's coming out. I have an obligation to be more involved in community and public policy. And, I think the work is just starting. It's up to us to see that we work to implement these recommendations on a local and then on a state level."**
>
> Lea Ybarra-Soriano, California Delegate



Implementation Period Contacts

Individuals or organizations interested in learning about or participating in Conference implementation activities should contact:

The White House Conference on Families
330 Independence Avenue, S.W.
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THE FIRST CONFERENCE ON FAMILIES

III

A Year of Preparation

129

A Year of Listening and Action

Countless hours of hard work on the part of thousands of Americans in every state and territory contributed to the White House Conferences on Families and helped shape the recommendations that emerged from them. In addition, the year-long series of state and national activities that preceded the Conferences, and the meetings themselves, helped build a promising foundation for the implementation efforts that lay ahead.

The National Advisory Committee guided and participated in this year of action. The states, with very little time and no federal funds, developed an impressive series of more than 500 hearings, state conferences and other forums. National organizations and government agencies refocused their own activities on families, conducting special events and producing new studies and tools for dealing with family issues. Most significantly, more than 125,000 individual families made their voices heard throughout the process.

President Carter calls on the WHCF to "reach out" to American families. (Right to left: Rosalynn Carter, Jim Guy Tucker, Betty Tucker).

Conference Beginnings

Jimmy Carter first proposed the White House Conference on Families during his 1976 campaign for the presidency. "The American family is in trouble," Carter declared. "It is clear that the national government should have a strong pro-family policy, but the fact is that our Government has no family policy, and that is the same thing as an anti-family policy. Because of confusion or insensitivity, our Government's policies have often actually weakened our families, or even destroyed them," he pointed out.

When he established the Conference, the President declared: "The main purpose of this White House Conference will be to examine the strengths of American families, the difficulties they face, and the ways in which family life is affected by public policies. The Conference will examine the important effects that the world of work, the mass media, the court system, private institutions and other major facets of our society have on American families."

Conference Leadership

In the late spring of 1979, President Carter selected attorney and businessman Jim Guy Tucker of Little Rock, Arkansas as the Conference chairperson. A former member of the Ways and Means Committee of the United States Congress, a state attorney general and a prosecuting attorney, he brought to the Conference broad knowledge of state and federal policies and decision-making.

John L. Carr was named the executive director of the Conference. Carr had previously served as education director for the Campaign for Human Development, executive director of the Full Employment Action Council and coordinator for urban issues of the U.S. Catholic Conference.

In June, 1979, five deputy chairs were named to provide leadership for the Conference. They are:

Mario Cuomo — Lieutenant governor of New York.

Guadalupe Gibson — Associate professor at the Warden School of Social Work, San Antonio, Texas.

Coretta Scott King — President of the Martin Luther King Center for Social Change, Atlanta, Georgia.

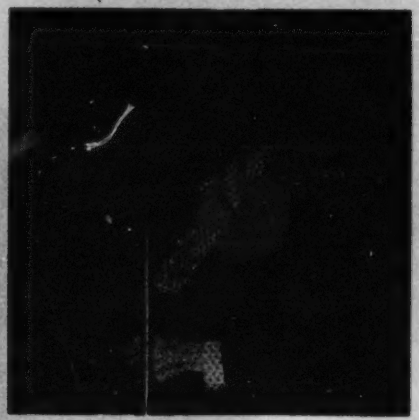
Maryann Mahaffey — President pro tem, Detroit City Council, Detroit, Michigan

Donald V. Seibert — Chairman and chief executive officer of the J. C. Penney Company, New York.

"There is, for example, the military family transferred for the umpteenth time without any consideration of the effect on the children. There is the elderly woman who had a stroke and wonders why Medicare will pay for hospital care but not for home care. There is the working mother who wants to know why her corporation will grant her a sick day if she is ill but not if her child is. These are the people for whom the conference was created."

Ellen Goodman,
Syndicated Columnist

Clockwise from left: Donald V. Seibert, Coretta Scott King, Mario Cuomo, Maryann Mahaffey, Guadalupe Gibson.



National Advisory Committee

In July, 1979, the full National Advisory Committee was appointed and met for the first time. This broad-based and diverse group of 21 men and 19 women from all across the country ranges in age from 18 to 66. They bring expertise in economics, health, law, education, psychology, welfare and family policy, as well as leadership in religions, business, labor, social service and community organizations. (For list of NAC members, see title page).

At the Committee's first meeting, President Carter pointed out that "the American family is under unprecedented pressure," and challenged the Committee "to see what we can do, not simply as a government, but as a nation, to strengthen American families." At a White House reception on July 20, the President called on the 40-member National Advisory Committee to the White House Conference on Families to "reach out, not only to scholars and to

Goals

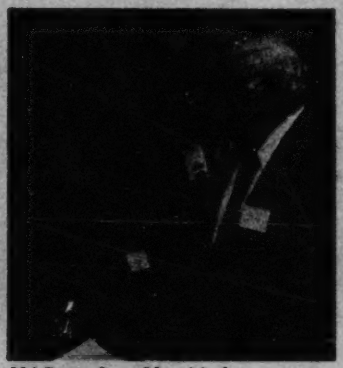
1. To initiate broad nationwide discussions of families in the United States.
2. To develop a process of listening to and involving families themselves, especially those families which have too often been left out of the formulation of policies which affect their lives.
3. To share what is known about families —their importance, diversity, strengths, problems, responses to a changing world, etc.—and to generate and share new knowledge about families.
4. To identify public policies, institutional actions and other factors which may harm or neglect family life, as well as their differing impact on particular groups, and to recommend new policies designed to strengthen and support families.
5. To stimulate and encourage a wide variety of activities in neighborhoods, grass-roots organizations, communities, states, national organizations, media, and other public and private groups focused on supporting and strengthening families and individuals within families.
6. To examine the impact of economic forces (poverty, unemployment, inflation, etc.) on families, with special emphasis and involvement of poor families.
7. To encourage diverse groups of families to work together through local, state and national networks and other institutions for policies which strengthen and support family life.
8. To generate interest in and action on Conference recommendations among individuals, families, governmental and nongovernmental bodies at every level. (These activities will include monitoring and evaluation efforts.)

Patsy Mink

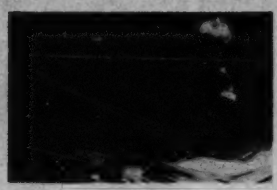
Bettye Caldwell

NAC member Leon Cook reports to Task Force.

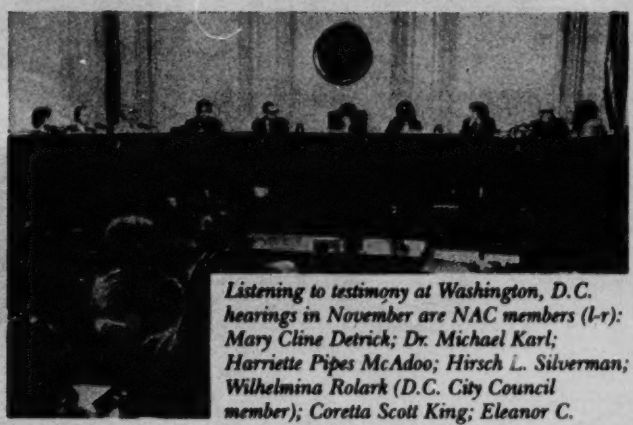
NAC members Barbara Smith and Bishop Frank Stafford.



NAC members Olga Madar and J. C. Turner.



NAC members Harry Hollis and Hirsch L. Silverman.



Listening to testimony at Washington, D.C. hearings in November are NAC members (l-r): Mary Cline Detrick; Dr. Michael Karl; Harriette Pipes McAdoo; Hirsch L. Silverman; Wilhelmina Rolark (D.C. City Council member); Coretta Scott King; Eleanor C. Smeal; J. C. Turner; Manuel Diaz; Rashey Moten; and Charlotte Holstein.

experts, but to many thousands of Americans around this country who know from their own experience what makes a family strong."

At the July 19 and 20 meeting, the National Advisory Committee called for several White House Conferences around the nation in the summer of 1980. "We are going to take the White House Conference to the people," Jim Guy Tucker declared, "We want to listen to and involve families themselves. Through several White House Conferences we can involve more people in setting an agenda for action on behalf of America's families, than we can in a single Washington event," he said.

The Committee also adopted the goals for the Conference and a set of themes to guide Conference discussions. (See boxes)

With its goals, themes and process established, the WHCF embarked on its year of action for families. The chronology which follows outlines the many events and forums which took place over twelve months. The following sections of this report summarize the activities and results of those activities.

NAC members Manuel Diaz, Gloria Chavez, Ildaura Murillo-Rhohde, and Guadalupe Gibson.

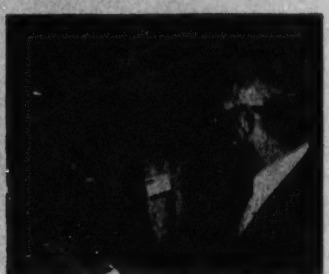
NAC members Harold Yee, Charles Bannerman, Harriette Pipes McAdoo, Jim Guy Tucker and Rashey Moten.

NAC member James A. Autry.

NAC Deputy Chair Coretta Scott King (L) with NAC member Georgia L. McMurray.

NAC member Jean Cahill.

NAC members Karen Fenton, Norman Fenton, Robert L. Hill and Robert B. Hill.



Ruby Duncan and Manuel Diaz, Jr. with Vice President Walter Mondale.

Themes

Families: Foundation of Society

Family Strengths and Supports
Families are the oldest, most fundamental human institution. Families serve as a source of strength and support for their members and our society.

Diversity of Families
American families are pluralistic in nature. Our discussion of issues will reflect an understanding and respect of cultural, ethnic and regional differences as well as differences in structure and lifestyles.

The Changing Realities of Family Life
American society is dynamic, constantly changing. The roles and structure of families and individual family members are growing, adapting and evolving in new and different ways.

The Impact of Public and Private Institutional Policies on Families
The policies of government and major private institutions have profound effects on families. Increased sensitivity to the needs of families is required, as well as on-going action and research on the specific nature of the impact of public and private institutional policies.

The Impact of Discrimination
Many families are exposed to discrimination. This affects individual family members as well as the family unit as a whole.

Families with Special Needs
Certain families have special needs and these needs often produce unique strengths. The needs of families with handicapped members, single-parent families, elderly families and many other families with special needs will be addressed during the Conference.

WHCF: A Year of Action

SEPTEMBER 1979						
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September, 1979

9/7 NAC adopts guidelines for state activities, including delegate selection and issue development activities.

9/11 More than 250 leaders of national organizations are briefed on participation in WHCF. *Guide for National Organizations* is distributed. (More than 12,000 were ultimately distributed.)

9/13 State coordinators meet in Washington to review manual for state participation and share plans.

9/27 State coordinators meet in Kansas City, Kansas, to review state guidelines.

9/28-29 First national hearings are held in Kansas City YWCA and Bethel College in Lindsborg, Kansas. More than 250 witnesses testify on problems and opportunities for American families. Major concerns include government insensitivity, parent-child relationships, and family life education.

OCTOBER 1979						
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October, 1979

10/12-13 Hearings in Nashville and Memphis, Tennessee, draw more than 500. Leading topics include family structures, economics, adoption, foster care and other special challenges.

10/15 President Carter issues directive to all federal departments establishing Interagency Task Force for the WHCF and announced permanent Office of Families to insure follow-up on Conference recommendations.

10/26-27 More than 240 persons testify at Denver hearings held in a public library, museum, state capitol and inner-city high school. Government insensitivity, housing, child care, welfare and family crises are prime concerns.

NOVEMBER 1979						
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November, 1979

11/15-16 More than 275 persons testify in Hartford and Stamford, Connecticut. Government insensitivity, family life education, economics, family violence, health care and child care top concerns. HUD Secretary Moon Landrieu keynotes hearings.

11/29 "Celebration of Families" draws hundreds of families to Smithsonian Arts and Industries Building for an evening of fun and celebration on eve of Washington, D.C. hearings.

11/30 HEW Secretary Patricia Harris opens Washington, D.C. hearings on Capitol Hill. More than 20 members of Congress testify, as well as over 100 other witnesses. Corporate Task Force of 30 companies meets in November to ensure business input to WHCF.

State Activities in November

- California Hearings
- Illinois Hearings
- Missouri Hearings
- South Dakota Conference
- Virginia Conference

"Punch and Judy" greet Amy Carter at Celebration for Families which drew hundreds to Smithsonian Institution in November 1979.

DECEMBER 1979						
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December, 1979

12/1 Washington, D.C. hearings conclude at District Building. More than 300 persons testify, sharing concerns on government insensitivity, economics, child care, and religious cults, among other issues.

12/7-8 Hearings in Detroit and Oak Park, Michigan, draw nearly 400 witnesses discussing unemployment, divorce, family violence and government influence on families.

More than 15 WHCF briefings for national organizations are held in November and December.

State Activities in December

- California Hearings
- Illinois Hearing
- Missouri Hearings
- Oklahoma State Conference
- Oregon Hearings

JANUARY 1980						
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January, 1980

1/5 More than 200 people testify at final hearings in Seattle, Washington. Weather forces cancellation of Yakima hearings. Top issues include single parents, economics, family planning, education, child care and cults.

1/21 Committee begins work on Research Forum.

State Activities in January

- Georgia Hearings (2)
- Guam Village Conference (19)
- Minnesota Regional Conferences (7)
- Missouri Hearings (3)
- New York Regional Conferences (3)
- North Carolina Issues Ballot
- Ohio County Conferences (88)
- Puerto Rico Regional Forums (4)
- Utah County Hearings (29)
- Vermont County Meetings (14)

1/23-24 NAC approves criteria for selecting at-large delegates, reviews format for White House Conferences and works on background papers.

Families Today, a two-volume study of mental health issues, is published by the National Institute of Mental Health.

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February, 1980

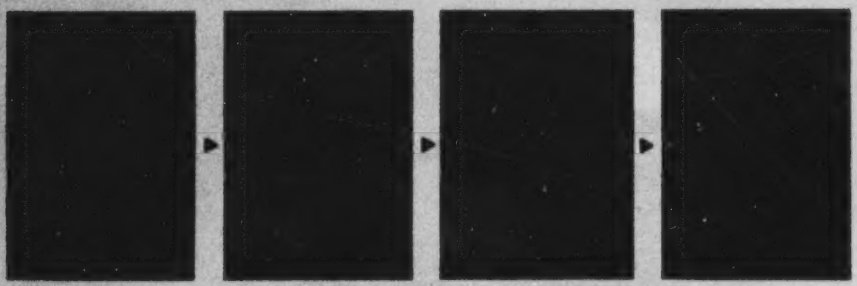
2/25 WHCF Chairperson Jim Guy Tucker conducts briefing for members of Congress and their staffs. Tucker addresses National Governors Conference.

Census Bureau publishes WHCF Chartbook on American Families.

State Activities in February

- Alaska Hearings (5)
- Arizona Workshops (2)
- Colorado Conference
- Delaware Regionzl Conferences (3)
- Guam District Conference (4)
- Hawaii Hearings (5)
- Iowa Hearings (7)
- Kansas Conference
- Kentucky Conference
- Maine Regional Forum (1)
- Maryland Regional Conferences (5)
- Mississippi Regional Meetings (10)
- Montana Issues Seminars
- Nebraska Family Forums (6)
- New Mexico County Forums (32)
- New Hampshire Regional Forums (4)
- New York Regional Conferences (2)
- North Dakota Regional Workshops
- Oregon Conference
- Pennsylvania Regional Conferences (4)
- South Carolina County Conferences (44)
- Tennessee State Conference
- Texas Hearings (2)
- Utah County Hearings
- Vermont County Meetings (14)
- Wyoming Conference

WHCF Process:



MARCH 1980						
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March, 1980

133 national organizations submit issue priority forms.

Corporate Task Force commissions report on Families and Workplace.

State Activities in March

- Alaska Conference
- Arizona Workshops (4)
- Arkansas Conference
- Connecticut Conference
- District of Columbia Conference
- Guam Conference
- Georgia Conference
- Hawaii Hearings (5)
- Idaho Issue Survey
- Illinois Conference
- Iowa Conference
- Louisiana District Conference (8)
- Maine Regional Forums (4)
- Maryland Regional Conference (5)
- Massachusetts Regional Hearings and Conference (6)
- Mississippi State Conference
- Montana Issues Seminars
- Nebraska State Conference
- Nevada Hearings (4)
- New Hampshire Conference
- New Jersey Regional Hearings (4)
- New Mexico District Hearings (7)
- Ohio State Conference
- Puerto Rico Conference
- South Carolina County Conference
- Tennessee State Conference
- Texas Hearings (3)
- Utah State Conference
- Vermont Conference
- Washington Regional Conference (6)
- West Virginia State Conference
- Wisconsin Conference

APRIL 1980						
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April, 1980

4/11 At National Press Club, Tucker releases analysis of national hearings, indicating government insensitivity.

4/11-12 National Research Forum on Family Issues draws more than 500 persons to Capitol Hill to hear eminent scholars and dialogue between researchers and others on families. Economic pressures, support for specific families and child care top list of concerns of more than 2000 witnesses.

4/12-13 NAC meets and approves format for the three White House Conferences.

4/14 Corporate Task Force meets for third time to explore issues affecting families and business participation in WHCF.

State Activities in April

- Delaware Conference
- Michigan Conference
- North Dakota Conference
- Rhode Island Regional Meetings and State Hearings (5)
- Florida Issue Survey and Delegate Selection

MAY 1980						
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May, 1980

Four delegate workbooks on Economic Well-Being, Challenges and Responsibilities, Human Needs and Major Institutions are sent to delegates.

Hearings Analysis of 10,000 pages of WHCF hearing transcripts is sent to delegates.

State issue reports are sent to delegates.

At-large delegates named.

State Activities in May

- Maine State Conference
- New Mexico State Conference

JUNE 1980						
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June, 1980

6/2 George Gallup, Jr. and Jim Guy Tucker release results of comprehensive Gallup Survey "American Families—1980."

6/5-7 President Carter opens first White House Conference in Baltimore. More than 700 delegates from eastern states discuss and adopt 57 recommendations. Strongest support shown for combatting drug and alcohol abuse, encouraging home care of elderly, changes in personnel policies and elimination of the marriage tax.

6/19-21 More than 600 delegates adopt 50 recommendations at second White House Conference in Minneapolis. They hear from Presidential Assistant Anne Wexler, actor Ozzie Davis and more than 175 entertainers at cultural event. Top issue is government impact on families, followed by concerns for social justice, drug and alcohol abuse, and sex and violence on television.

JULY 1980						
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July, 1980

7/10-12 At third White House Conference, held in Los Angeles, delegates from western states adopt 56 recommendations, with strongest votes on partnership between parents and schools, supports for handicapped persons and family impact analysis. Speakers include HHS Secretary Patricia Roberts Harris, author Alex Haley and actor Ed Asner.

7/11 HUD releases first comprehensive study of restrictive rental practices against families with children at WHCF in Los Angeles. More than 25% of rental units ban children, study says.

AUGUST 1980						
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August, 1980

8/5 Implementation begins. WHCF director testifies before Senate Finance Committee on marriage tax penalty.

8/19 WHCF Chair Jim Guy Tucker testifies before House Ways and Means Committee on marriage tax and other tax recommendations.

8/19-20 117 member National Task Force develops and approves summaries of WHCF recommendations. They propose a variety of specific implementation strategies at state and national level. Vice President Mondale congratulates WHCF on its achievements and expresses Administration's commitment to follow through on recommendations. Stuart Eizenstat, President's domestic policy advisor says the WHCF is already affecting policy decisions.

8/21 NAC meets to plan implementation efforts.

8/28 President Carter proposes tax deduction to minimize Marriage Tax Penalty as part of economic revitalization package.

In start-up of implementation process, WHCF Director John L. Carr testifies on the "marriage tax" before Senate Finance Committee.

Hearings: Families Speak Out

When the National Advisory Committee of the White House Conference on Families gathered for the first time, the Committee had to make a major decision about the direction of the Conference. They could function as a task force, developing a sophisticated definition and analysis of the problems facing American families and begin laying out potential solutions for discussion in the states. Or they could open up the process and seek opportunities to hear families articulate their own strengths and needs. They chose to begin this process by listening to families themselves.

> **"Children babbled, played under chairs and made yogurt messes at yesterday's regional hearing of the White House Conference on Families, as adults around them testified earnestly about the issues facing American families."**
> *Seattle Times*

Exhilarating and Exhausting

The seven national hearings of the WHCF were exhilarating, exhausting, stimulating and moving. More than 2,000 Americans voiced their concerns, fears, passions and hopes for families. The quantity and quality of testimony far surpassed expectations.

The huge outpouring of concerns and recommendations both overwhelmed and challenged the WHCF. We heard from two members of the President's Cabinet, more than 25 members of Congress, eminent scholars, and leaders of national organizations. Most importantly, we heard from hundreds upon hundreds of ordinary family members—mothers, fathers, and children; defenders of traditional values and advocates of alternative lifestyles; affluent suburban couples and inner-city mothers on public assistance; as well as business, labor and community leaders. We heard from the unemployed, victims of family violence, participants in marriage enrichment and self-help groups. We experienced the incredible richness, diversity and strength of American families. We saw the human faces and emotions that give life to the statistical charts and philosophical abstractions which frequently dominate discussion of family issues.

2000 Stories

Their message was enormously positive. Americans from every walk of life, of all races, of every political and philosophical persuasion demonstrated a deep faith in families as the bedrock, the starting

point for surviving in an increasingly complex society.

People from all walks of life told stories of triumph over adversity, of despair and tragedy, of coping with relentless emotional and financial demands, and they talked in language that was frequently poignant and moving. In Detroit, a young woman told a hushed audience that "My husband and I have been separated for over a year and I am trying to support our son ... It seemed like everything was wrong and everything was happening to me. A friend encouraged me to go to the SRS office for help. I thought I was going to get turned down but I didn't. They gave me food stamps which have been a tremendous help to me and my son... Today, I am feeling better about myself. Life may work out after all for me and my son!"

Many witnesses told of how their families were making it, but, in Hartford, a young priest from the Boston area told of a working man caught by the "system." After losing his wife to cancer, he found that his modest annual salary of $15,000 made him ineligible for subsidized day care for his four children. When the pressure turned him to alcohol, the state took away his children and placed them in foster homes. The cost to the family was tragedy; the cost to the state was $45,000.

At the hearings in Oak Park, Michigan, the mother of two young children described the horror of spouse abuse, the daily dread of the of the unexpected flare-up and inevitable beating by an unhappy husband. In Denver, a Hispanic teenager graphically depicted the impact of her father's unemployment on her family's life. A black father told the Nashville panel how difficult it was to convince his son of the virtue of work when he himself had been unable to find a job for more than a year. Deserted by her husband, a middle-aged woman from the Seattle area told how she had struggled and succeeded in raising five children with welfare assistance.

Presented in high school assembly halls and public library auditoriums, the testimony was rich and varied, yet contained a common thread that impressed NAC members and the WHCF staff. It was clear to all that in the face of seemingly insuperable challenges and difficulties, Americans continue to have a deep and abiding belief in the value of families.

> **"I think the hearings of this commission is one of the most positive things that we've seen coming from government in a long time. You're willing to listen to us because of who we are."**
> Frank Peak, Kansas Hearing

More than 2000 family members testified at WHCF hearings.

Format

Between the end of September and early January, 35 members of the NAC conducted 13 days of hearings in 11 communities in 6 states and the District of Columbia.

Hearing Locations and Dates

Kansas City, Kansas	*September 28*
Linsborg, Kansas	*September 29*
Nashville, Tennessee	*October 12*
Memphis, Tennessee	*October 13*
Denver, Colorado	*October 26-27*
Hartford, Connecticut	*November 16*
Stamford, Connecticut	*November 17*
U.S. Congress, Washington, D.C.	*November 30*
District Building, Washington, D.C.	*December 1*
Detroit, Michigan	*December 7*
Oak Park, Michigan	*December 8*
Seattle, Washington	*January 11*

There are two kinds of testimony: preregistered witnesses who were placed on panels of six and were limited to five minutes; and "speak out" participants who were heard on a "first-come, first-heard" basis for three minutes. The tremendous response to the hearings required that three to five simultaneous hearings be conducted at each site for more than 20 hours over two days. More than 400 witnesses were heard in Michigan alone.

In addition, NAC members who conducted the hearings also made site visits to innovative programs and groups serving families. NAC members and WHCF staff visited an inner-city health care center, a public school for handicapped children, a cooperative child-care center, a shelter for abused spouses, a home for runaway youth and a senior citizens center, among others.

More than 4,000 people attended the hearings and half of that group were witnesses. The entire process was recorded and transcribed, yielding more than 10,000 pages of testimony.

Cults

Representatives Clement J. Zablocki and William M. Brodhead, chairman and ranking member of the House Foreign Relations Committee, respectively, testify on their investigation of the Jonestown tragedy and the negative impact of "cults" on families.

While not a focus of discussion at the state level, the subject of cults and their influence on families emerged as a major issue during the national hearings. The Chairman and Ranking Member of the House Foreign Relations Committee, Representative Clement Zablocki and Representative William Broomfield, who conducted hearings on the Jonestown tragedy, testified on the issue, as did dozens of other citizens, many of whom had experienced family disruption. As a result of the hearings and numerous inquiries, some 50 Congressmen have written to the WHCF relaying their constituents' concerns. Chairperson Jim Guy Tucker will be working with appropriate governmental agencies and private groups to explore how these activities hurt families and what legal and constitutional remedies are available to families and society.

In general, hearing testimony served several purposes. It was a sounding board; it pinpointed issues for all the delegates to consider; and it humanized those issues through direct and personal statements. It is worth noting that the concerns expressed at the hearings (the top 25 are listed below) were very similar to the final recommendations approved at all three Conferences.

Major Concerns

Using the data from each of the seven hearings developed by the National Institute for Advanced Studies, the following listing presents the major concerns of the individuals who participated in the WHCF hearings. Related topics have been grouped together for reasons of clarity. In the first fifteen concerns, a limited breakdown of the major issues within each topic is included.

Rank/ Concern/ Frequency	
1. Sensitivity of Government	**209**
• sensitivity to families (214)	
• sensitivity to racial/ethnic/religious differences (49)	
• accessibility and accountability (21)	
• appropriate role of government	
• specific policies which hurt, help or ignore families	
• family impact analysis	
2. Economic Pressures	**204**
• inflation and poverty (138)	
• unemployment (66)	
3. Support for Specific Families	**193**
• traditional families (77)	
• single-parent families (58)	
• extended families (19)	
• others or general (39)	
4. Child Care	**184**
• availability of quality child care (137)	
• cost (23)	
• role of family, neighborhood, community groups, churches, and government	
5. Education	**171**
• quality and availability (68)	
• home/school relations (54)	
• moral concerns (26)	
• responsiveness to diverse needs (23)	
6. Health	**161**
• availability, cost and quality (63)	
• preventive health care (41)	
• maternal and infant care (30)	
• mental health (24)	
7. Work and Families	**149**
• flexible employment practices (43)	
• discrimination in work (40)	
• increased participation (36)	
• business and families (24)	
• counseling on the job (8)	
8. Family Life Education	**147**
• preparation for parenting (87)	
• preparation for marriage (26)	
• sex education (22)	
• other or general (13)	
9. Children and Parents	**130**
• responsible parenting (52)	
• supports for parents and children (39)	
• general (39)	
10. Community Institutions	**127**
• religious institutions (80)	
• self-help groups and others (47)	

Rank/ Concern/ Frequency	
11. Family Violence	**124**
• child abuse	
• spouse abuse	
• abuse of the elderly	
12. Family Planning	**123**
• concern about abortion (88)	
• other family planning issues (30)	
13. Financial Assistance to Families	**121**
• welfare and welfare reform (75)	
• Social Security (12)	
• food stamps (5)	
• other (29)	
14. Housing	**82**
• cost and quality (45)	
• discrimination	
• neighborhood factors	
15. Media	**70**
• impact of television and radio (30)	
• support for family values	
• presentation of family life, minorities, women, housewives, etc.	
16. Divorce and Separation	**50**
17. Law	**48**
18. Alcohol and Drug Abuse	**47**
19. Tax Policy	**46**
20. Families and Aging	**44**
21. Families and Handicapping Conditions	**39**
22. Adoption and Foster Care	**35**
23. Social Services	**30**
24. Marriage	**25**
25. Military Families	**20**

A full and detailed analysis of the hearings, prepared by the National Institute for Advanced Studies, is available from the WHCF and the Government Printing Office.

> **"It is alarming that many parents are frankly admitting so early in a child's life that the natural, intense spark of creativity and joy they see in their youngsters will be snuffed out by an unsympathetic school system."**
>
> Thomas Beuscher, Detroit Hearing

WHCF Hearing Summary

Date	Place	Witnesses	Participants	States	Top Concerns	Site Visits
9/28 9/29	Kansas City, KS Lindsborg, KS	158 90	448	6	Government Insensitivity Children and Parents Family Life Education Family Planning Family Crises (Child Abuse)	• Senior Citizens Center for Elderly • Pre-school for Abused Children
10/12 10/13	Nashville, TN Memphis, TN	186 90	501	8	Family Structures Family Crises (Family Violence) Foster Care, Single Parents Inflation, Poverty, Inadequate Income Financial Assistance (Welfare, Social Security)	• Family Service Center • School Program for Handicapped Children
10/26 10/27	Denver, CO Denver, CO	190 91	746	14	Child Care Family Crises (Family Violence) Government Insensitivity Housing Inflation, Poverty, Inadequate Income Financial Assistance	• Children's Hospital Ronald McDonald House • Housing Complex for Single-Parent Families
11/16 11/17	Hartford, CT Stamford, CT	196 84	466	9	Financial Assistance (Welfare Reform) Family Structures Family Crises (Family Violence) Government Insensitivity Family Life Education	• Neighborhood Health Center
11/30 12/1	Capitol Hill Washington, D.C.	253 151	762	28	Government Insensitivity Family Crises (Family Violence) Religious Cults Child Care Inflation, Poverty, Inadequate Income	• Runaway Center • Parent-Children Program • Shelter for Abused and Homeless Women

Date	Place	Witnesses	Participants	States	Top Concerns	Site Visits
1/27 1/29	Detroit, MI Oak Park, MI	220	769	6	Family Crises (Divorce, Adolescent Pregnancy) Government Insensitivity Employment/ Unemployment Community & Religious Organizations Children and Parents	
1/11	Seattle, WA	253	420	11	Government Insensitivity Religious Cults Family Crises (Family Violence) Single Parents Child Care	• Seattle Community College Parent Co-op Program
	Totals	2249	4112	49 Duplicates Eliminated		

State Activities

Selecting Delegates and Issues

Charged with the crucial task of selecting delegates and issues for the White House Conferences, the states conducted more than 500 events involving more than 125,000 Americans. Hearings, forums, regional and statewide conferences brought together politicial leaders, members of the business, labor, and religious communities; representatives from organizations; and thousands of ordinary citizens to discuss the strengths and needs of their own families.

The success of these efforts, which remarkably were conducted without a dime of federal funding, was a direct result of strong support by the governors and the extraordinary commitment and hard work of state coordinators. In five months of intense activity, the states chose 1700 Conference delegates and submitted some 5,000 recommendations. These recommendations formed the foundation for the final proposals that came from the three White House Conferences.

State Coordinators

The process began in May, 1979, when President Carter wrote each governor asking his or her help in convening a White House Conference on Families. Nearly all governors quickly appointed a state coordinator who took on the responsiblity for coordinating Conference activities within the state. At its first meeting in July, 1979, the National Advisory Committee recommended that each state create an advisory committee to assist with developing state activities, including a process for delegate selection, a method for identifying key family issues, and an outreach strategy.

During September, 1979, State Coordinators and WHCF staff met in Washington, D.C. and Kansas City, Kansas to review state guidelines and share ideas for promoting state participation in WHCF. They reviewed a 200-page technical assistance manual containing detailed WHCF guidelines and suggestions.

State Activities

The WHCF emphasized the need for broad citizen participation with special emphasis on low-income, minority and ordinary family members. States had considerable latitude in planning and scheduling activities, and were urged to draw on the creativity and initiative of their own states in developing and carrying out delegate selection and issue identification activities.

The response was extraordinary. Forty-eight of the fifty states conducted WHCF activities. Only Alabama and Indiana did not formally participate. Many went beyond WHCF requirements and developed innovative processes of listening and deciding on issues and delegates:

- 24 states held both regional hearings or forums *and* a statewide conference;
- 14 states held a series of regional conferences or hearings;
- 10 states held statewide conferences;
- 3 states used unique random selection processes with media and issue development efforts;
- 3 territories selected delegations.

More than 5,000 South Carolinians participated in 46 individual county conferences to identify ten topics of uppermost concern to their families. Connecticut developed a base for its statewide conference by organizing a consortium of 450 private groups whose five topic task forces held bi-monthly meetings and issue workshops. Delaware used a combination of strategies, including 600 one-on-one surveys, to help individual task forces develop recommendations.

Wisconsin extended representation to younger citizens with a "Kiddie Caucus" where five to fifteen year-olds expressed their views

> **"We're doing this on a shoestring budget. We've had husbands and kids stuffing envelopes, and somebody's daughter did a lot of typing for us. A friend of another committee member located a supply of paper in a dumpster, and it is being used willingly. But that is the neat thing about this, it's a grass-roots kind of thing."**
>
> Donna Behrendt,
> Colorado Coordinator

on families at the state conference in Madison. Texas developed an innovative random selection process by publishing bilingual self-nomination forms in all major state newspapers. To insure confidentiality, the Texas National Bank served as repository for the forms and monitored the drawing of five names from each of five regions across the state.

Delegate Selection

At its second meeting in September, the NAC adopted guidelines for state activities and delegate selection. These rules remained in force throughout the Conference and were compiled within every state sending a delegation to the Conference. They also established a formula for allocating the 2,000 delegates based on population. Under this formula, each state was allotted three times the total number of Senators and Representatives in the U.S. Congress. For example, Maryland has two senators and eight representatives and thus was entitled to 30 delegates. These delegates were to be selected by a process which included peer selection (e.g., election or open random selection) and gubernatorial appointment with a minimum of 30% by each method. The selection of the remaining 40% was left to the states, as long as other WHCF guidelines were followed. These included non-discrimination and affirmative action requirements, as well as a provision that a majority of delegates from any state could not be professionals in areas of family programs or services.

> **"The conservatives say they intend to remain assertive. Mrs. Tottie Ellis of Nashville, the national vice president of the Eagle Forum, said in an interview: 'I'm not sure how we will do it, but I intend for the pro-family forces to win in Tennessee. And if we can't get the representatives for the Minneapolis meeting, then I'm simply going to put out press releases saying we were closed out.'**
> *New York Times*

While the specifics of delegate selection varied, the most frequently used plan involved a three-part selection process, with a third of the delegates elected, a third selected by the state planning committee, and a final third appointed by the Governor. Twenty-three states chose this approach. Nine states used a two-part process, dividing the delegate selection almost equally between election and appointment. Nine states used elective, or in a few cases, random selection processes for two-thirds of the delegates, with one-third of the delegations reserved for gubernatorial appointments. In the remaining states, at least one-third were elected, and the rest divided between a state planning entity, the governor and, in one case, the legislature. Among the territories, Guam held island-wide activities, including delegate elections. Because of time and financial constraints, the other territories relied on appointment by the governors. Individual state activity summaries are presented on the following pages.

No statistical summary of the state activities can do justice to the long hours, hard work and intense debate and voting which made them happen. With no federal resources and only a few months, the governors and state coordinators gave a unique forum to thousands of families. Their decisions on delegates and issues laid the foundation for the three White House Conferences which followed.

State Summaries

The capsule reports on the following pages highlight the intensity and broad range of activities at the state level that helped make the Conference a forum of national opinion and concern. The summaries can only hint at the remarkable cooperation and commitment of governors who, regardless of party or ideology, gave their crucial support; the dedication and incredible hard work of the state coordinators in organizing forums and workshops across their states; and the commitment of the more than 125,000 Americans who participated at the state level — all without federal financial support.

Many states produced their own reports which can be obtained by contacting the appropriate state coordinator. Three-fourths of the states have already begun their own implementation periods that promise significant change in policies and programs at the state level.

Rosalynn Carter greets delegates at Kansas Conference on Families.

Alabama

27 Delegates

Governor: Fob James, Jr.

Governor Fob James appointed a state coordinator for the WHCF late in 1979, but there was little movement toward planning of state activities. In February, 1980, Mrs. Fob James wrote the WHCF stating that she and the Governor had agreed that participation in the WHCF would not be in the best interests of the state of Alabama. Although no delegation from Alabama attended the WHCF in Minneapolis, several individuals from Alabama sought and received appointments as delegates-at-large.

Alaska

9 Delegates

Governor: Jay S. Hammond
Coordinator: Susan Sullivan
Predecessor: Karen Cory

The Governor's office provided the impetus and direction for the state's WHCF activities. These consisted of five regional hearings conducted February 18-22, in Ketchikan, Juneau, Anchorage, Fairbanks, and Nome. The statewide conference took place in Anchorage in late March with more than 300 persons participating. The reports and testimony submitted from these five state events helped to frame the issues of principal concerns to Alaska's families. The final issues report was developed by the delegates to the statewide conference. Selection of delegates came through a two-part process: six were elected at the statewide conference, and three were appointed by Governor Hammond.

American Samoa

5 Delegates

Governor: Peter T. Coleman
Coordinator: High Chief Unutoa S. Liutai

American Samoa's activities were carried on largely through the representation of Chief Unutoa at the state coordinators' briefing in Kansas, his testimony at the Denver hearings, and his participation in the WHCF in Los Angeles. Chief Unutoa and four other appointed delegates attended the Los Angeles Conference.

Arizona
18 Delegates

Governor: Bruce Babbitt
Coordinator: Ronald Barber
Predecessor: Carol Kamin

The Governor's Council on Children, Youth, and Families established a steering committee which conducted six regional workshops involving 2,000 people. The workshops took place in the Gila River Reservation, Phoenix, Nogales, Tucson, Yuma, and Flagstaff between February 27 and March 15, 1980. The issues identified by the state came from testimony at the workshops, responses from mailed questionnaires, and a random telephone survey. State delegates and the steering committee analyzed these materials and prepared the official state issues report. One delegate was elected at each of the regional workshops, six were selected by the steering committee, and the final six were appointed by Governor Babbitt.

Arkansas
18 Delegates

Governor: Bill Clinton
Coordinator: Don Crary

The 30-member state committee, formed in late 1979 at the direction of Governor Clinton, developed plans for the statewide Governor's Conference on Families held in March, 1980, and attended by nearly 1,500 persons. Workshops closely paralleling the WHCF topic areas focused on education, health, children and parents, families and the workplace, family crisis, law, housing, child care, government, and the needs of the elderly. Twelve of the Arkansas delegates were elected at the state meeting, and Governor Clinton appointed the remaining six.

California
135 Delegates

Governor: Edmund G. Brown
Coordinator: Laura Yanes
Predecessor: Alex Velasquez

Leadership of the California WHCF activities came from the Office of the Secretary of Health and Welfare. A 15-member task force, serving as the planning body for the state's activities, scheduled twelve regional hearings in the fall of 1979. In addition, some counties, including Los Angeles and San Diego, organized seminars and submitted additional issues materials to the state task force. Over 2,000 persons attended these county and regional meetings. Based on testimony from the hearings, materials from the counties, and questionnaires developed by the State House Conference on Children and Youth, the report was developed. Because of the size of the state and its dispersed population, delegate selection became a four part process: 30 percent of the delegates were randomly selected, 30 percent appointed by the legislature, 30 percent appointed by Governor Brown, and 10 percent selected by the state task force. A follow-up State House Conference on Families is scheduled for October, 1980.

Colorado
21 Delegates

Governor: Richard D. Lamm
Coordinators:
Dorothy Martin, Ph.D.
Donna Behrendt

The Cooperative Extension Service of Colorado State University and the Governor's Commission on Children and Families provided the early direction and guidance for Colorado's efforts. The statewide conference held in Denver on February 29 and March 1, 1980, selected nine delegates and identified major issues. Outreach included newspaper articles, press releases, newsletter notification by civic, religious, and community groups, and flyers mailed by the telephone company in its monthly billing. Over 1,700 individuals participated in the statewide conference. A three-part process was used to select delegates. Nine delegates were elected at the state conference, seven delegates were appointed by Governor Lamm, and five delegates were selected by the state planning committee. The Commission on Children and Families has assigned high priority to the WHCF recommendations and will actively pursue their implementation in the coming months.

Connecticut
24 Delegates

Governor: Ella Grasso
Coordinator: Laura Lee Simon

In late 1977, a 450-member consortium of private non-profit groups, working closely with the Governor's office and state agencies, began planning Connecticut's WHCF events. The consortium convened statewide conferences in December, 1978, and November, 1979, held bi-monthly meetings of its five topic task forces, and developed the state issues report from these workshops and discussions. Seven delegates were elected at a statewide delegate convention held in March, 1980. Ten delegates were selected by the state planning committee and seven delegates were appointed by the governor. Approximately 2000 people participated in Connecticut's ambitious efforts. As part of the follow-up strategy, the state planning committee and state delegation have begun meeting. In the fall, the full consortium will consider possible advocacy projects related to the state issues and WHCF recommendations.

Delaware
9 Delegates

Governor: Pierre S. DuPont IV
Coordinator: Patricia Nelson

The Cooperative Extension Service, working closely with the Delaware Humanities Forum, a 65-member state planning committee, and the University of Delaware had the lead in planning Delaware's WHCF activities. These included a Family Forum in April 1979, three county conferences in February and March, 1980, and a statewide Governor's Conference in April, 1980. Policy and program recommendations were developed by task forces using the information collected from surveys, broadly disseminated questionnaires, and conference workshops. Five delegates were elected at county conferences, one was appointed by the state planning committee, and three were appointed by the Governor. During the spring and summer of 1980, the state delegation and planning committee met to draft guidelines for eleven implementation task forces. To date, approximately 2,000 people have participated in Delaware's activities.

Jim Guy Tucker addresses the Michigan Conference on Families. Tucker's personal involvement in state activities took him to more than 30 states in 1979 and 1980.

District of Columbia

12 Delegates

Mayor: Marion Barry
Coordinator: Karl Banks

A 54-member planning committee, in cooperation with the Mayor's office, sponsored eight ward conferences in February, 1980, and a district-wide conference on February 29-March 1, 1980. Using this two-tiered format enabled participants to identify and discuss a range of issues from which emerged specific policy and program recommendations. Eight delegates, one from each ward, were elected at the District conference. Mayor Barry appointed the other four. The delegates have begun a program of information dissemination and have scheduled preliminary joint meetings with the planning committee to discuss strategies and follow-up projects. To date, approximately 1,500 people have participated in the District's activities.

Florida

51 Delegates

Governor: Bob Graham
Coordinator: Peter O'Donnell

Florida has a history of active concern for family issues. As a state senator, Governor Graham co-chaired the Florida Task Force on Marriage and the Family Unit in 1975, and the work of this body was the foundation for Florida's WHCF activities. The state coordinator led the planning. A statewide issue survey of some 350 persons was conducted by telephone on April 12, 13, 16 and 17, 1980. Through extensive outreach activities including use of the press, some 1,000 citizens sent in self-nominations for the delegate positions. A random selection process conducted by the Florida League of Women Voters, selected one delegate by random drawing from a pool of self-nominees within each of the 15 congressional districts. The Governor later appointed 36 delegates. The Florida delegates plan to assemble at the end of September, 1980, and will continue to meet over the following six months to determine the recommendations they will offer to state and local officials and the private sector.

Georgia

36 Delegates

Governor: George Busbee
Coordinator:
C. Randy Humphrey

In late 1979, the state coordinator set in motion a comprehensive plan for Georgia's WHCF activities, mobilizing a 15-member state planning committee. Press packages were sent to every newspaper in the state; public service announcements were used on radio and television; and the state coordinator, a National Advisory Committee member, and others appeared on television talk shows. Regional hearings held in Gainesville on January 29, 1980, and in Macon on January 30, 1980, and a state conference held in Athens on March 8, 1980, attracted more than 1,000 persons to hear testimony, debate issues, and vote on state recommendations. Eleven delegates were elected by the participants in the state conference. The governor appointed 25 delegates.

Guam

5 Delegates

Governor: Ricardo Bordallo
Coordinator: Arthur Jackson

A 19-member planning committee organized an energetic program for WHCF participation which included 19 village meetings in January 1980, four district conferences in February, and an island-wide conference in March electing four delegates. One delegate was appointed by the Governor. Community and civic groups and governmental agencies assisted in publicizing the island's WHCF activities. And, despite the small population, over 600 people participated in all aspects of Guam's plan.

Hawaii

12 Delegates

Governor: George R. Ariyoshi
Coordinator: Ann Hoadley

The Junior League of Hawaii and the University of Hawaii provided early leadership for the state's participation in the WHCF. An 18-member task force representing Hawaii's five counties, assisted by statewide family-related organizations and interested citizens, planned the hearings and the method for delegate selection for a state conference held on March 1, 1978. Two years later, during February and March of 1980, hearings in Hawaii, Oahu, Maui, and Kauai permitted citizens to offer testimony updating the issues identified at the earlier conference. Four delegates were elected by a ballot composed of self nominees mailed by the Governor to all the conference and hearings participants. More than 1,000 persons participated in the state's activities. Final WHCF recommendations will be shared with communities and local authorities at a series of meetings beginning in September.

Idaho
12 Delegates

Governor: John V. Evans
Coordinator: Ed Van Dusen

Leadership for the state's activities was provided by the Governor's office and the State Department of Health and Welfare. An issues questionnaire was mailed by the state's social service agencies to their service populations. In addition, civic, community, business, labor, religious, and other organizations mailed questionnaires to their memberships. Questionnaire responses were analyzed by the Health and Welfare Department and formed the basis for the state's issues report. A special committee was created by Governor Evans for the purpose of randomly selecting four delegates from self-nominated citizens and preparing a list of candidates from which he selected the remaining eight delegates.

Illinois
78 Delegates

Governor: James Thompson
Coordinator: Rod St. Clair
Assistant: Ann Rohlen

The 17-member executive coordinating committee began planning Illinois' state activities in 1979. A 35-member state advisory committee appointed by Governor Thompson was added in early 1980 for consultation and implementation of the state's WHCF plans. Nine regional hearings were held in November and December, 1979, and an issue ballot elicited other specific concerns of citizens for discussion at the statewide conference on March 7, 1980, attended by over 500 persons. There were 26 delegates appointed by the governor, 26 selected by the state advisory committee, and 26 elected at the state conference.

Ballots are counted during Kentucky's Conference on Families.

Indiana
39 Delegates

Governor: Otis Bowen

Governor Bowen wrote the White House Conference on Families that although he supported its concept and objectives, he did not think that it would be in his state's best interest to participate in the Conference. While no formal delegation from Indiana attended the WHCF in Minneapolis, a number of persons from the state were among those who received appointments as at-large delegates.

Iowa
24 Delegates

Governor: Robert D. Ray
Coordinators: Helen McDonald
Shean Sherzan

Co-coordinators from the Iowa Council for Children and a 24-person advisory committee, representing a broad range of Iowa constituencies, developed an extensive state plan with assistance from the governor's office, state agencies, and a variety of organizations. Iowa held seven regional hearings on February 11-14, 1980, and a statewide conference in Des Moines on March 29, 1980. These events attracted more than 2,000 people. Broad outreach was conducted through news releases, radio and television talk shows, organizational newsletters, state agencies, public libraries, and the mailing of over 30,000 fact sheets of human services advisory and advocacy groups and other interested citizens. Issues were identified from testimony collected at the regional hearings and discussed at the statewide conference. Nominations for state delegates were obtained through forms distributed at the regional hearings and public libraries. Eight delegates were elected at the state conference; the remaining 16 were appointed by the state advisory committee and the governor.

Kansas
21 Delegates

Governor: John W. Carlin
Coordinator: Nancy Hodges

With considerable support from the governor's office, a five-member planning committee provided the direction for a statewide conference held in mid-March, 1980, at Wichita State University and was keynoted by Mrs. Rosalynn Carter. Outreach was conducted through mass mailings to civic, professional, community, religious, and other organizations, as well as press releases to 204 newspapers. Included in the newspaper notification was a self-nomination form available to every family and its members wishing to be considered as delegates. During the state wide conference, seven delegates were selected at random, one from each congressional district and one each in the specific categories of low income and handicapped. Governor Carlin appointed the other 14 delegates. Numerous follow-up meetings have been planned across the state to share WHCF recommendations with interested groups. To date, nearly 1,000 individuals have participated in the state's events.

Kentucky
27 Delegates

Governor: John Y. Brown
(Prior to 1/80 Julian M. Carroll)
Coordinator: Virginia Nestor

In 1979, Governor Carroll appointed a 15-member committee to plan and implement activities for the Kentucky White House Conference on Families. Community organizations sponsored a number of regional forums in preparation for the February, 1980 statewide conference in Louisville which drew 700 persons. State newspapers published a questionnaire designed to elicit issue recommendations from citizens. These suggestions helped form the basis for discussion at the state conference. Nine delegates were elected at the state conference, nine were chosen by the state steering committee, and nine were appointed by newly-elected Governor Brown.

Louisiana
30 Delegates

Governor: David Treen
(Prior to 3/80 Edwin Edwards)
Coordinator: Dan Richey
Predecessor: Betty Jane Hodgkins

Louisiana planned a decentralized process with activities to be held in districts within the state. Each district formed its own coordinating or planning committee headed by a coordinator, who undertook publicity and outreach within the district. Most of the districts organized town hall meetings and conferences; one district held community discussions. Louisiana issues were developed through issues papers and local hearings within this decentralized process. The district activities took place between February 7 and March 21, 1980 with almost 2,000 participants. Based on population distribution, 10 delegates were elected from the districts. Governor Edwards then appointed 20 delegates. When Governor Treen took office in March, he replaced the state coordinator and 10 of the 20 delegates appointed by Governor Edwards.

Maine
12 Delegates

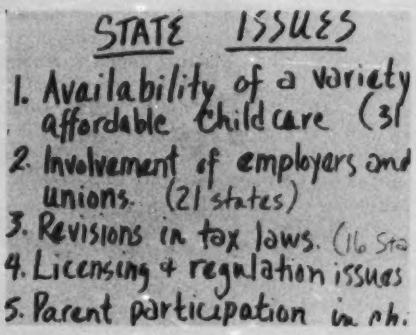
Governor: Joseph R. Brennan
Coordinator: Michael Petit

A Maine planning committee of 20 persons and the state coordinator's office organized five regional hearings in February and March, 1980, for the White House Conference on Families. Approximately 1,200 persons participated in these activities. Participants at the regional hearings identified and voted on the most important issues to Maine's families. These issues were the subject of the preliminary Maine report and were submitted for consideration to the state conference held in August on May 29-30. The participants in the regional hearings submitted self-nominations for delegate positions. Five people were randomly selected at each hearing. From this pool of 25 candidates, five delegates were chosen. The Governor appointed the remaining seven delegates.

Maryland
30 Delegates

Governor: Harry Hughes
Coordinator: Sally Michel
Assistant: Martha Clark

The Office for Children and Youth, working closely with the state coordinator and State Advisory Committee, took the lead in planning Maryland's activities. Five regional hearings held in February, 1980, attracted more than 4,000 people eager to testify and contribute to the state's issue recommendations. Ten of Maryland's 30 delegates were elected at these hearings. The State Advisory Committee and the Governor each appointed 10 delegates. The Maryland state coordinator and committee played a key role in hosting the WHCF in Baltimore.


STATE ISSUES
1. Availability of a variety affordable Childcare (31
2. Involvement of employers and unions. (21 states)
3. Revisions in tax laws. (16 Sta
4. Licensing + regulation issues
5. Parent participation in sch.

Massachusetts
42 Delegates

Governor: Edward King
Coordinator: Mark Lawton
Assistant: John McParland

The Massachusetts state coordinator's office developed a plan for five regional hearings on March 15-16, 1980, and a state conference on March 29, 1980, in Boston. The Governor's Commission on Families and a legislative Special Commission on the Status of the Family served as panel members at the regional hearings. Six delegates were elected in Boston, six Brockton, and four each in Worcester, Springfield and Pittsfield. The Governor appointed 18 delegates. Approximately 2,500 persons participated in Massachusetts' activities.

Michigan
63 Delegates

Governor: William G. Milliken
Coordinator: Gary Mathews
Predecessor: Susan Brook

In December, 1979, Governor Milliken formed a committee to develop a state plan, secure private funding, and prepare for a statewide conference on families. National hearings, sponsored by the White House Conference and held early in December in Detroit and Oak Park, helped to draw attention and interest to the state WHCF activities. In preparation for the state meeting, issue surveys were sent to community organizations and Michigan citizens who had attended the national hearings. The state conference in Lansing on April 19, 1980, drew 1,200 persons who discussed issues and voted on final recommendations for the state report. Thirty-two of Michigan's delegates were elected at the state conference, and the remaining 31 were appointed by Governor Milliken.

Minnesota
30 Delegates

Governor: Albert H. Quie
Coordinator:
Dean Honetschlager

Building on the Minnesota Governor's Conference on Families held in 1978, Governor Quie directed the state coordinator to form an advisory committee to assist in planning and implementing WHCF state activities. Seven regional hearings, held early in 1980, were used to elect 10 delegates and identify important issues for the state report. Approximately 250 persons attended each of the regional meetings. At the conclusion of the hearings, delegates and advisory committee members met for a 2½ day working session to synthesize the hearings' recommendations and write their state report. Minnesota's delegation was selected in a three part process: peer election (one person elected at each of the seven hearings, and three delegates elected from those candidates who had received at least 20 votes at an individual hearing), state advisory committee recommendations to the governor, and gubernatorial appointment.

Mississippi
21 Delegates

Governor: William F. Winter
Coordinator: Edna Harbour

A 12-member coordinating committee developed and implemented plans for the Mississippi White House Conference on Families. On February 28, 1980, ten area meetings took place in which 200 participants were selected for the March statewide conference. Outreach efforts included news releases and publicity through community newsletters and networks. Issues were discussed and voted on at the area meetings. Of the 21 delegates, 14 were elected at the March conference, and seven were appointed by Governor Winter.

Missouri
36 Delegates

Governor: Joseph P. Teasdale
Coordinator: Marie Williams

In March, 1978, Governor Teasdale formed the Governor's Committee for Children and Youth and asked members to plan activities directed toward the White House Conference on Families. The committee held its first formal meeting in October, 1979, planning nine regional hearings held November, 1979, through February, 1980. Four task forces, paralleling WHCF topic areas, used the hearings' testimony to identify issues for inclusion in the state report. Fifteen of the state's delegates were elected, six were chosen by the state advisory committee, and 15 were appointed by Governor Teasdale.

Montana
12 Delegates

Governor: Thomas L. Judge
Coordinator: John Frankino

Montana was an early leader in the WHCF activities with its statewide conference taking place in November, 1978. A 20-member force was organized to plan the 1980 activities. Meetings conducted throughout the state provided citizens with the opportunity to update or revise the issues identified at the earlier conference. One-third of the delegates were randomly selected, one-third were appointed by the state task force, and one-third appointed by the Governor. More than 1,000 people participated in the state's activities.

Nebraska
15 Delegates

Governor: Charles Thone
Coordinator: Christine Hanus

The first step in Nebraska's WHCF participation was the creation of a 13-member state planning committee which structured six Family Forums held in February, 1980, in Norfolk, Omaha, Lincoln, Kearney, McCook, and Alliance. Conference participants elected six delegates, the steering committee selected four, and Governor Thone appointed five. The issues identified at these state conferences were compiled by the planning committee and submitted as the states issues report. These activities involved more than 800 persons.

Nevada
9 Delegates

Governor: Robert List
Coordinator:
Robert Edmundson

The Nevada Department of Human Resources provided the planning and direction for the state's WHCF activities. In November, 1979, the State Conference on Children, Youth and their Families held a number of workshops on family issues. In addition, four regional hearings held in Reno, Las Vegas, Fallon, and Elko in March, 1980, provided further opportunities to hear from 600 participants. The testimony and materials produced by these forums were the basis of the Nevada state report. Two elections in Las Vegas and Reno produced four delegates. Five delegates were appointed by Governor List.

Thousands of Maryland citizens waited in long lines to vote for WHCF delegates.

New Hampshire
12 Delegates

Governor: Hugh Gallen
Coordinator: Mark Segar

The New Hampshire Commission on Children and Youth, in cooperation with the State Planning Committee and the Governor's office, planned New Hampshire's activities which included four regional conferences held February 13, 1980, and a state conference on March 4 and 5, 1980. Each regional forum developed issues, loosely following topic headings taken from a statewide questionnaire. The findings of the regional meetings were synthesized into a report at the state conference. Four of the state's delegates were elected at the regional conferences, four were appointed by the State Planning Committee, and four were appointed by the Governor. Fifteen hundred people participated in New Hampshire's activities.

New Jersey
51 Delegates

Governor: Brendan Byrne
Coordinator:
Rev. Norman O'Connor
Assistant: Anne Okubo

The Governor's Commission on Children's Services took the lead in planning New Jersey's WHCF participation. In the winter of 1979, the Commission, then known as the Governor's Committee on Children, Youth and Families, held five regional hearings to identify the concerns

of New Jersey families. In April, 1980, workshops on these issues were held at four regional conferences. The reports from the four conferences were brought together into a state issues report at a joint meeting of delegates and the Commission members in May, 1980. Twenty of the state's delegates were chosen by peer election at the regional conferences. Fifteen delegates representing organizations were selected by the state planning committee. The Governor appointed 16 delegates. There were 3,000 people who participated in New Jersey's activities.

New Mexico

12 Delegates

Governor: Bruce King
Coordinator: Alice King

In addition to the Governor's office which played a key leadership role in the planning and support of the state's ambitious WHCF activities, a 26-member planning committee assisted in organizing and conducting the state's efforts. In February, 1980, 32 county forums began the process of identifying the issues. This effort continued at the district level with seven district hearings held in March at Gallup / Farmington, Santa Fe, Albuquerque, Clovis / Tucumcari, Silver City, Rosewell / Carlsbad, and Las Cruces. At the state conference in May, four delegates were elected, and the final set of issues were reviewed and approved by the state planning committee. The committee also selected four of the delegates, and four received gubernatorial appointment. Broad publicity was given to all activities in both English and Spanish, and over 1,000 people participated in all aspects of these efforts. Governor King has already established an Office on Families to review existing and proposed programs and policies and their impact on families.

New York

123 Delegates

Governor: Hugh Carey
Coordinator: Ilene Margolin
Assistant: Evelyn Roth

The Council on Children and Families, working closely with a 33-member state planning committee, and the offices of the governor and lieutenant governor took the lead in New York. Hearings held in New York City and Syracuse in December, 1979, began the process of identifying the topics of greatest concern to families in the state. Additional topics and recommendations were developed in workshops held at five regional conferences in January and February, 1980. At a three day meeting held in late February, delegates reviewed and synthesized the findings included in the five regional reports and completed a final state report. Delegation nomination forms were printed in 100,000 information brochures which were widely distributed. Fifty-six delegates were elected at the five regional conferences. Sixty-seven were appointed by the Governor. More than 6,000 people attended the hearings and conferences.

North Carolina

39 Delegates

Governor: James Hunt
Coordinator: Charles Petty
Assistant: Austin Connors

The Governor's Office and the Office of Citizen Participation, working with a large state task force, took the lead in planning North Carolina's activities. Identification of issues and nominations for delegates were solicited by a ballot printed in daily and weekly publications throughout the state on January 6-12, 1980. The findings of this survey, supplemented by a telephone survey later in the month, were gathered and tabulated by the Center for Urban Affairs and Community Services at North Carolina University. Twelve of North Carolina's delegates were chosen at random from self-nomination forms in the newspaper. Fifteen delegates representing state organizations were chosen by the state task force. The governor appointed 12 delegates. The state delegation and the state task force are planning a series of implementation strategy meetings beginning in September, 1980.

North Dakota

9 Delegates

Governor: Arthur A. Link
Coordinator:
Milan Christianson

A 20-member state planning committee directed North Dakota's WHCF activities with leadership from the Cooperative Extension Department of the North Dakota State University. Eight regional family forums in February, 1980, attracted 800 persons and resulted in a preliminary issues report, as well as the identification of nominees for election as delegates. The statewide conference held in Bismarck in April, 1980, produced the final set of recommendations and elected three delegates. The state planning committee in mid-May appointed three delegates and approved the state issue report. Three delegates received gubernatorial appointments.

Ohio

75 Delegates

Governor: James A. Rhodes
Coordinator: Mary Turney

The state planning committee and state coordinator put together an ambitious plan for 88 county conferences in January-March, 1980, as well as a state conference. County participants, meetings in local schools, churches, and meeting halls, discussed priority issues for the state report. Each county elected two delegates who then attended the April state conference in Columbus. Fifty of the delegates to the White House Conference on Families in Minneapolis were elected from among the county delegates by a mail ballot. Governor Rhodes appointed an additional 25 delegates.

Oklahoma

24 Delegates

Governor: George Nigh
Coordinator: Cindy Rambo

A 53-member committee appointed by the Governor planned and directed Oklahoma's activities. A statewide conference was held in December, 1979, in Stillwater. At

this gathering more than 800 persons debated issues of vital concern to Oklahoma families and elected eight delegates. The state planning committee analyzed and drafted the state's final recommendations and selected an additional eight delegates. Governor Nigh appointed another eight delegates.

Oregon

18 Delegates

Governor: Victor Atiyeh
Coordinator:
Alice Day Simpson

A 20-member planning committee assisted the state coordinator in organizing a series of WHCF-related activities. By December, 1979 eight regional hearings had taken place and the initial development of issues had been completed. In addition, a widely distributed questionnaire was used to gather further information of people's views concerning family interests. The adoption of issue statements and the election of six delegates took place at the statewide conference in February, 1980, in Monmouth. The state committee, working from the issues identified by the conference, drafted the final report and selected six delegates. The Governor appointed six others. Intense interest in the state attracted 1,000 people to the state conference and an additional 2,000 to related state activities. Local implementation is being planned around recommendations in the state report and the White House Conference on Families.

Pennsylvania

81 Delegates

Governor:
Richard Thornburgh
Coordinator: Helen O'Bannon
Assistant: Marian Bass

The Department of Public Welfare took the lead in Pennsylvania, with a 60-member committee, developing plans for delegate selection, issues identification, and for providing technical assistance to local groups interested in sponsoring their own events. The committee prepared issue papers which were made available for public response. There were four regional hearings to stimulate testimony and broaden public participation. To publicize the delegate selection process, 50,000 information brochures were disseminated for interested persons to fill out and return to the Pennsylvania Forum on Families Clearinghouse. Forty of Pennsylvania's 81 delegates were chosen at random. Seventeen delegates were named by the state coordinator and 24 by the governor.

Puerto Rico

27 Delegates

Governor:
Carlos Romero-Barcelo
Coordinator: Jenaro Callazo
Deputy Coordinator:
Edith F. Valentine

The Department of Social Welfare, working closely with a 26-member advisory committee, and the governor's office, took the lead in planning Puerto Rico's activities. Five regional meetings were held in February, 1980, and a Governor's Conference was held in March to review and synthesize the regional reports, as well as to develop policy and program recommendations. Participants at the regional meetings elected delegates to attend the Governor's Conference and nominated delegate candidates to attend the WHCF in Baltimore. Governor's Conference participants elected 12 delegates, representing the five regions, and two delegates, representing the advisory committee. The advisory committee appointed four delegates, and the governor appointed nine delegates. Approximately 2,000 people participated in Puerto Rico's events.

Rhode Island

12 Delegates

Governor: J. Joseph Garrity
Coordinators: John McManus & John Affleck
Assistant: Kathy Spangler

The Rhode Island coordinators initiated the state's WHCF activities by assembling a state planning committee. Four local meetings were held in April, 1980, in the Providence, Woonsocket, South County, and Newport/Portsmouth areas, electing one delegate at each of the gatherings. The state committee named four delegates on April 10, and the governor appointed the remaining four delegates. On April 12 and 13, the delegates attended a state meeting with other participants from across the state. There were 100 participants randomly chosen to submit testimony on family issues to the delegates from which the Rhode Island issues were developed. The state's activities involved more than 1,000 persons.

South Carolina

24 Delegates

Governor: Richard Riley
Coordinator: Emily Wiggins

The Cooperative Extension Service, working closely with a state steering committee, had major responsibility for planning South Carolina's activities. This included an orientation conference in January, 1980, followed by 46 county conferences in February and March which attracted more than 5,000 participants. Each county conference nominated three delegate candidates from which 12 attended the Conference. The state planning committee chose 12 delegates. The remaining twelve were appointed by Governor Riley. During the spring and summer, the state delegation and the steering committee met together to plan county and state-level implementation projects.

South Dakota

12 Delegates

Governor: William J. Janklow
Coordinator:
Arlinda McCumber

In preparation for a statewide conference held in November, 1979, a 15-member planning committee, under the direction of the home economics department of the State University, developed and conducted local meetings which were completed prior to October, 1979. These meetings provided the preliminary issue materials to be discussed at the statewide conference. In addition, official representatives were elected at these gatherings, one from each legislative district. Their task at the November meeting was to adopt the final issues report and elect four delegates. All elected delegates came from a list of self-nominees gathered at the state conference. After the delegate election, the state planning committee selected four delegates to further ensure diverse representation, and the governor appointed four delegates. Although more than 400 people participated in the state conference, over 1,000 persons participated in all the state's WHCF activities.

Tennessee

30 Delegates

Governor: Lamar Alexander
Coordinator: Charles Gentry

A 53-member steering committee was appointed by the Governor to direct state activities with the Governor's wife, Honey Alexander, named honorary chairperson. Nominations for state delegates were solicited through outreach to the media, and letters to members of state organizations. Two hundred voting delegates attended the state conference in late February, 1980, in Nashville. Conference participants identified issues for the state report. Fifteen delegates were elected at the conference, and 15 were appointed by Governor Alexander.

Texas

78 Delegates

Governor: William Clements
Coordinator:
George Willeford, M.D.
Assistant: Jonathan Hole

A planning committee assisted the Governor's office in planning and conducting the Texas WHCF activities. Principal outreach was by bilingual announcements and nomination forms printed in 40 major state newspapers to publicize the schedule for regional hearings and to encourage self-nominations for random selection of delegates. Five regional hearings held in Houston, San Marcos, Dallas, Weslaco and Lubbock in late February and early March resulted in considerable oral and written testimony. In addition, hotlines in the Governor's office operated throughout the period of the hearings to receive the comments of those not able to attend. A random drawing, using the services of a Texas bank, selected 25 delegates, five from each of the five hearing regions. The Governor appointed 53 delegates. Participants in state activities exceeded 3,000.

Trust Territories of the Pacific

5 Delegates

Governor: Adrian P. Winkel
Coordinator: Resio Moses

The High Commissioner of the Trust Territories appointed five delegates. The issues report was prepared by this group with the support of the coordinator. Two of the primary areas of concern for Trust Territories' families were the negative impact of rapid modernization on family values and traditional parenting skills, and limited family income which directly affects the stability of family units.

Utah

12 Delegates

Governor: Scott M. Matheson
Coordinators: Richard Lindsay
Ellen Furgis

An 18-member state planning committee organized and directed Utah's WHCF activities. Hearings in each of the state's 29 counties during January and February, 1980, provided the initial forum for the identification of issues. A statewide conference in Salt Lake City in March permitted further delineation of issues and provided an opportunity to introduce all interested persons as candidates for election as delegates. An issues ballot and delegate ballot were mailed to participants after the conference. In this way, the participants were able to establish priority issues and elect four delegates. The state committee finalized the state's recommendations and selected four additional delegates. The four remaining delegates were appointed by Governor Matheson. More than 1,000 people participated in the state activities.

Vermont

9 Delegates

Governor: Richard A. Snelling
Coordinator: Armin Grams
Deputy Coordinator:
Eric Nichols

The state coordinator and the planning committee developed well-publicized and well-planned meetings in each of Vermont's 14 counties in February and March, 1980. The county meetings were enthusiastically attended and generated the state's issues. The 10 issues receiving the largest number of votes at the county level were the subjects of workshops held at the state conference. In preparation for the state conference held in White River Junction in March, a delegate selection committee was established to develop a slate of candidates from persons nominated at the county meetings, as well as those nominated by civic groups and county steering committees. At the March conference, self-nominations from participants were also accepted and added to the delegate slate from which six delegates were

elected. Subsequent to the state conference, the governor appointed three delegates. The Vermont process involved the participation of some 1,000 persons.

Virgin Islands
5 Delegates

Governor: Juan Luis
Coordinator:
Gwendolyn C. Blake

Governor Juan Luis appointed five delegates who attended the WHCF in Baltimore.

Virginia
36 Delegates

Governor: John Dalton
Coordinator: Jessica Cohen

In 1978, the General Assembly created the Commission on Family Life to address the needs of families in the state. To supplement the Commission's work, the Cooperative Extension Service of Virginia Polytechnic Institute and State University and Virginia State College, working with the state organizing committee, began planning WHCF state activities. Extension agents in 22 planning districts, working with community members, gathered information from mailed surveys, public forums, media talk shows, and ongoing committee meetings. This information was fed to six issue task forces which developed recommendations that were presented at the Virginia Conference on Families held in November, 1979. During February and March, 1980, 22 additional hearings were held across the state for further public discussion of the findings of the task forces. Twenty-four delegates were elected at the state conference and twelve were appointed by the Governor. One thousand people participated in Virginia's activities.

Washington
27 Delegates

Governor: Dixy Lee Ray
Coordinator:
Lelia K. Todorovich
Assistant: Richard Westgard

The Bureau of Children's Services provided leadership for the 15-member state planning committee in designing the state's WHCF participation. Broad use of the news media and publicity by state agencies and by civic, religious, and community groups generated intense interest and participation in the state's activities. Simultaneous conferences held in Bellingham, Seattle, Olympia, Vancouver, Spokane, and Cheney, on March 1, 1980 attracted more than 6,000 persons. The conferences served to identify issues and to elect a total of nine delegates. All persons who could not attend the conference but had expressed an interest, received a questionnaire which was tallied and made part of the issues materials. In addition, one person per conference site was elected to serve on a committee authorized to appoint an additional nine delegates. A committee, consisting of the six elected representatives and additional members appointed by the governor, met to select nine delegates. Governor Ray appointed the remaining nine delegates. The state's issues report was completed by the state planning committee and the chairs of each of the six conferences.

West Virginia
18 Delegates

Governor: John D. Rockefeller
Coordinator: Manual Viola
Director: Margie Hale

The state coordinator, staff director, and a 28-person committee were appointed by the Governor to develop a plan for delegate and issue selection. The committee solicited delegate nominations through a news media campaign and mailed notices. At a state conference held in March, 1980, more than 800 participants identified issues and elected six delegates from nominations received. The state committee appointed six more delegates, and Governor Rockefeller appointed the remaining six.

Wisconsin
33 Delegates

Governor: Lee Dreyfus
Coordinator: Charles Uphoff

In the fall of 1978, a steering committee for the Governor's Conference on Children and Families was formed to plan the Wisconsin White House Conference on Families. One thousand persons participated in the statewide conference in March, 1980. A special outreach committee disseminated information on state activities through media, press releases, and community group mailings. Issues were identified and given priorities through the state conference process for inclusion in the final state report. Voting for 18 of Wisconsin's 33 delegates took place in regional caucuses at the state conference. Governor Dreyfus appointed the remaining 15 delegates.

Wyoming
9 Delegates

Governor: Lee S. Herschler
Coordinator: Everett Lantz, Ph.D.

A 21-member state planning committee assisted the coordinator in organizing and conducting the state's WHCF activities. The major activity was the statewide conference in Cheyenne in late February, 1980. The Conference participants elected three delegates and selected a list of priority issues. The state planning committee analyzed and finalized the state report of issues and recommendations. Governor Herschler appointed six delegates. More than 600 people participated in the state's activities.

Research Forum:

Building a Factual Framework

On April 10, 1980, Stuart Eizenstat, assistant to the President for domestic affairs, told a Capitol Hill audience of 400 concerned citizens and scholars that "American families are very much alive, and possess enormous strength and vitality. Therefore, let's look at these strengths and address ourselves to ways to protect and preserve stable families."

Eizenstat's comments marked his keynote address to the WHCF National Research Forum on Family Issues, a two-day gathering of family scholars, policy makers, service providers, representatives of national organizations and community activists. Essential support for the session was provided by the National Endowment for the Humanities.

A Factual Framework

Convened to help create a factual framework for the more than 2,000 WHCF delegates, the Research Forum had several purposes:

- Bringing current research to bear on the development of policies and recommendations designed to strengthen families.
- Involving an interdisciplinary group of scholars in family issues discussion with service providers, members of national organizations, and grassroots people.
- Helping develop background and issues papers for the WHCF.
- Raising public awareness of family issues to make the WHCF agenda a national agenda.
- Assisting the planning efforts of WHCF state coordinators by providing them with solid background information on key issues affecting families.

In launching this ambitious effort, Eizenstat said "We have to understand the important roles families play in individual lives and the relevance to public policy. We also have to recognize that *ad hoc* or haphazard attempts to take into account family ties and influences do not do justice to the role of families within our society, and the effects of policy on families."

In his conclusion, Eizenstat called for a national effort, stating that "in order to influence policy we need committed advocates, a

A. Sidney Johnson, III, NAC member and director, Family Impact Seminar, George Washington University.

constituency which cuts across racial, economic and ideological lines, and will speak for families where policy is made. The White House Conference on Families is important in that it can help lay the groundwork for new coalitions to advocate for families in Congress, in the White House and in private institutions which help families."

Eizenstat's speech opened two days of presentations by 22 leading scholars and reactions from their peers and colleagues in a panel framework. Provocative and thoughtful, the research papers focused on a range of Conference themes, including: Family Strengths and Supports, Diversity of Families, Changing Realities of Family Life; The Impact of Public and Private Institutional Policies, the Impact of Discrimination; and Special Needs of Elderly Families, Families with Handicapped Members, Single Parent Families, and Other Families with Special Needs.

NAC member Robert B. Hill chaired WHCF Research Forum.

Introducing Eizenstat and chairing the Forum was Dr. Robert B. Hill, Director of Research for the National Urban League and a member of the WHCF National Advisory Committee. In his opening remarks, Dr. Hill stressed the importance of scholars' involvement with the WHCF process because it brings them into "direct contact with real families and real problems." Hill also emphasized the tremendous ethnic, racial and economic diversity of American families, pointing out that minority families were living under particularly acute pressures and especially needful of change in policies and programs.

Family Myths

Dr. Tamara Hareven

A basic question seemed uppermost in the minds of participants throughout the sessions. Are American families disintegrating or are they simply undergoing some important changes? Underscoring the question was a general feeling of optimism about families and the future. However, the optimism was balanced by differing views of the many changes families have undergone and the directions necessary for their survival.

In the session "Changing Realities of Family Life," for example, Dr. Tamara Hareven shared some stimulating data that refutes a number of commonly held myths about families of the American past. According to Hareven, a professor of history at Clark University and a research associate at Harvard, the perceived golden age of family relations when three generations lived happily in the same household exemplifies that mythology. In Hareven's view, this misperception has led people to view the present, with its many single-parent families and families physically distant from all but primary members, as a period of decline and family breakdown.

Hareven stated that her research on the pre-industrial American family indicates there never was a time when three generations lived under the same roof. In light of the high mortality rate of past

generations, most parents could not expect to live with their grandchildren. Households were quite similar to households today except that they were more likely to include strangers such as boarders, lodgers, apprentices or servants. Also there was far less emphasis on the family as a private retreat.

Hareven explored other myths:

- Preindustrial women spent far more time with their children than women of today.

"Even though preindustrial families contained large numbers of children, women invested relatively less time in motherhood than their successors in the nineteenth century and in our time," she pointed out.

- Industrialization drove family members out of the home and into factories and offices.

Research has shown that "families migrated in groups to industrial centers, recruiting workers into the factory system, and often several family members continued to work in the same place. Migration to industrial communities did not break up traditional kinship ties. Rather, families used these ties to facilitate their own transitions into industrial life."

- During the 19th century, families were much more loving and happy than today. Today's high divorce rate attests to this.

"In the nineteenth century people did not resort to divorce as frequently as they do now, because divorce was considered socially unacceptable. This does not mean, however, that families were living happily and in harmony. A high rate of desertion and separation of couples replaced legal divorce. And those couples which did not resort to divorce or separation despite their incompatibility lived together as strangers, in deep conflict. Thus, the increase in divorce statistics, as such, is no proof of family breakdown.

Hareven concluded that what we are witnessing today is not the breakup of traditional family patterns but the emergence of a pluralism in family ways. Some of these ways were present during earlier periods, but were far less visible. The major problems of family life, in her view, have to do with the inability of families to cope with high inflation and diminishing resources. Hareven's analysis was valuable in helping set the context for the many discussions which were also underway.

> **"All families need honorary members. Families need to be elastic. The healthiest children are those who grow up surrounded by concentric rings of well-wishers. People whose place in their lives is fixed and constant.**
> Jane Howard, Author

A Debate on the Future

During an evening session, Urie Bronfenbrenner, Elizabeth Abramawitz, Jane Howard, and James Dobson addressed the questions "Why are families receiving so much attention in the 1980s and what does this mean for the future?"

Jane Howard

Dr. James Dobson

Dr. James Dobson, associate clinical professor of pediatrics, University of Southern California, saw the questions as a positive way of asking a negative question, that is, "Why is the family in so much trouble today, and will it survive?" He identified two major problems facing families:

- Family members feel isolated from each other and from the outside world. Our hectic daily schedules leave us fatigued and spent. All of our vital energies are spent outside the home, leaving nothing left for each other.
- The American family is disintegrating because of a breakdown in the moral structure of society. The family of today is in need of something to believe in that would give it substance, cohesiveness and the ability to withstand pressure.

Dobson admonished policy makers in Congress and elsewhere to stop interfering in family matters and refrain from imposing itself in the marital relationship as well as the relationship between parents and children. Dobson voiced strong objection to the Domestic Violence and Treatment Act, suggesting that the federal government cannot do anything about the husband-wife relationship.

Dr. Urie Bronfenbrenner

In sharp contrast, Dr. Urie Bronfenbrenner, Professor of Human Development, Family Studies and Psychology at Cornell University took an opposite position. Speaking of the role of parents and other nurturing adults, he said, "The capacity for an adult to engage in care and joint activity with a child or to support other adults in that role requires public policies and practices that provide opportunity, status, encouragement, freedom of choice, example, and above all, time for parenthood, primarily by parents but also by other adults in the child's environment both within and outside the home." Bronfenbrenner stressed the need for strong support systems for families and bonds between families and major institutions.

Bronfenbrenner pointed out that outside institutions impact on families and that there must be policies and programs that support family life. Citing data from a recent study of 280 families with pre-school children in Syracuse, New York, Bronfenbrenner identified the major stress and supports for the family:

Stresses

1. Conditions at work
2. Conditions in the neighborhood
3. Conditions in the spouse's work

Supports

1. Satisfactory child care
2. Organizations in the community: religion and social
3. Conditions at work

Emphasizing the need to rebuild the bonds between the varying settings and contexts of our lives, Bronfenbrenner offered two policy-related recommendations: First, everyone should work less. Secondly, solidify the family by placing more women in positions of power in our society, and place more men in caring roles. He explained that these two things may not happen until jobs that involved the nurturing and care of children pay more than they do presently.

Bronfenbrenner ended on a concerned but hopeful note, saying that due to the economic calamities coming upon us, we are going to be forced back on ourselves. There will be less moving around, less heating oil, and less recreation of an expensive kind. We may, according to Bronfenbrenner, be forced to get together with each other at home, in our families and in our neighborhoods.

Changes Affecting Families

Throughout the Research Forum, speaker after speaker cited the many changes which have occurred in America that affect the family:

- Dramatic increases of working married women with pre-school children.
- Growing numbers of female-headed households.
- Declining birth rates.
- Substantial growth in nonurban areas and small towns.
- Increase in the elderly population.
- Larger numbers of single persons living alone, both young adults and older women.
- Lower fertility and mortality rates.

In other presentations, Dr. Irving Lazar of Cornell University spoke on child care in the United States, saying, "the school day — indeed the school year — was designed to fit the schedule of the family farm. It no longer fits the schedule of parents who work away from home."

On a related issue, Janet Giele of Brandeis University discussed changes in American families as they relate to discrimination, sex roles and changing family structures. Agreeing with Dr. Hareven, she said, "current family changes indicate American pluralism rather than family breakdown." "Families are responding to a new social climate," Giele explained, "one that recognizes a variety of options, supports individual self-determination and is supportive of the changing realities of family life."

> **"Last week in Washington . . . experts on the family gathered to discuss the family in a research forum sponsored by the White House Conference on Families . . . They believe the family is working overtime to survive. It has to, they say, because it has little support from its institutions — those of the government, church and business.**
> *Washington Star*

Media, Education, Law

One of the most lively discussions during the Forum took place in the session on the media and families. Dr. George Gerbner and his associates from the Annenberg School of Communications stated that the average viewer watches television 30 hours a week. Media,

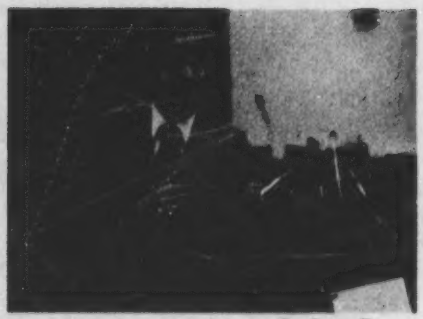
they pointed out, has taken on many of the specializing functions formerly the exclusive territory of families, religious institutions, and later on, the schools. Although the notion of home and family, as well as a close personal relationship between the sexes, are the two most frequently appearing themes on prime-time television, only crime and violence appear consistently, Gerbner said. References to or instances of overt sexual activity, homosexual behavior, nudity and extramarital relations have increased greatly within the last five years, he added.

The influence that education exercises on the quality of family life was underscored by Dr. Bernard C. Watson, Vice President for Academic Administration, Temple University. Dr. Watson stated, "that of all the demands being placed on schools today, the most fundamental is that schools be a positive force in strengthening the family." He went on to present data which show a clear relationship between education level of the head of household and the educational attainment of other family members. Further, evidence of the significant role of education in the future of families was indicated in the direct connection between the scholastic achievement of children and their families' income, education, and racial background. Schools, said Dr. Watson, "can begin to improve the nature of their impact by developing curriculum and methods that include family members as active participants in the education of their children." He emphasized that the educational systems will be able to meet the increased and ever-changing need of the American family by forming a partnership between the school and the family.

> **"Eleven million children live in poverty. Half of those in single parent homes. For these families a variety of supports is so important."**
> Sheila Kamerman, Columbia University

University of California Law Professor Robert Mnookin spoke of recent trends in family law and noted that most divorcing couples now resolve or settle marital problems central to divorce without bringing any contested issue to the court for a decision. Mnookin's session traced the recent movement to private ordering of family law disputes and discussed the increasing use of arbitration, mediation and joint custody as well as the needs for a special family law judiciary.

Ethnicity and Religion



Dr. Juan Ramos

In the panel on Racial and Ethnic Diversity, Dr. Juan Ramos, Director of Special Mental Health Programs for the National Institute of Mental Health (HHS), voiced concern about the lack of racial and ethnic content in the curriculum taught to the "mental health core—psychiatrists, psychologists, social workers and psychiatric nurses—who too often know little or nothing about the culture and values of their patients and clients. Yet the assumption is made," Dr. Ramos states, "that they're skilled, expert and trained. This is nonsense, yet we continue to believe this is the right way."

Moving to institutions and the community, Dr. Ramos noted that "Social service organizations do not appear to have a policy, yet it is

there under the table. And social service ideologies are for the most part in conflict with the needs, concerns and sentiment of racial and ethnic minority communities."

In a panel discussion on families and religion, representatives from several faiths and denominations discussed the importance of religion to American families. Among the various points were that religion:

- helps shape and tests values in a loving community.
- gives purpose to life beyond self.
- makes up much of the loss resulting from the lack of extended families.
- gives answers to families on what they are, why they exist and where they are going.
- creates strong marriages and gives direction to our lives.
- is important in building enduring relationships and commitments to family members.

Economic Stability

Dr. Juanita Kreps, professor of economics at Duke University and former secretary of commerce, presented the closing address of the Research Forum. In her speech on *Economic Forces and Family Life,* Dr. Kreps mapped out several trends such as changing structure and sizes of families, rates of inflation which are linked to labor force activity, the threat of unemployment and family consumption patterns.

Kreps also outlined a policy to provide an environment in which families are most likely to achieve their economic goals. Public policy is a "major force that sets the economic environment in which families make important decisions," she said. For example, those decisions include how much to work and how much to stay at home, when to save, when and what to consume, who performs which family and work roles. The overriding government objective, according to Dr. Kreps, has to be the maintenance of a climate of stability in which reasonable plans are not subverted by extreme swings in the economy.

Dr. Juanita Kreps, former secretary of commerce and Research Forum speaker.

Factual Base

In the months that followed, the White House Conference on Families benefited greatly from the meeting. The wealth of information contained in the research papers was shared with each Conference delegate in booklets on the four major topic areas (Families and Economic Well-Being, Families: Challenges and Responsibilities, Families and Human Needs, and Families and Major Institutions). Many of the persons who participated in the Forum provided valuable background information for the upcoming Conferences,

and served as resource persons at the three Conferences. The experience of scholars sharing and discussing their findings with members of social service organizations and community agencies created a climate of understanding which enhanced the entire Conference process. The Forum helped lay an informed and factual base for the Conferences which followed.

Informative and stimulating research papers were also presented by:

Structural Diversity of Families and Households
- Dr. Mary Jo Bane

Families and Older People: Some Myths, Some Realities
- Dr. Robert N. Butler

Changes in Economic Aspects of Family Life
- Dr. Marilyn M. Dunsing

Teenage Parenthood and Family Support
- Dr. Frank F. Furstenberg, Jr.

The Impact of Public Policies on Families: How Do We Measure It?
- Dr. Ruth Hubbell

Social Services: Child Welfare Services
- Dr. Alfred Kahn
- Dr. Sheila Kamerman

Families and the Workplace
- Dr. Rosabeth Kanter
- Dr. Allan Cohen

The Impact of Employment Discrimination on the Family
- Dr. Dorothy Newman

Substance Abuse
- Dr. Mitchell S. Rosenthal

Income Maintenance and Financial Assistance to Families
- Dr. Alvin Schorr

Family Support Networks and Family Values
- Dr. Carol B. Stack

Family Violence
- Dr. Barbara Star

Positive Family Functioning
- Dr. Marvin Sussman

Housing Problems of Families
- Dr. Anthony Yezer

The presentations at the Research Forum will be available late this fall in a publication co-sponsored by the WHCF and the Office for Families of the Department of Health and Human Services.

Dr. Velma LaPoint

National Organizations:

Mobilizing for Action

National organizations played a key role in the activities of the White House Conference on Families. Long before the White House Conference, many groups were advocating more sensible and sensitive treatment of families by policymakers and major institutions. Early on, the Advisory Committee sought ways to involve national organizations and their members in conference activities.

On September 11, 1979, more than 250 representatives of national organizations attended a briefing at the Old Executive Office Building in Washington, D.C. WHCF Chairperson Jim Guy Tucker and the Conference staff urged national organizations to involve their members and affiliates in national hearings, state conferences, and other activities. Presidential advisor Stuart Eizenstat told the representatives that "national organizations will help mobilize national resources to implement the recommendations. They can also put pressure on us to do what we ought to do." With the active participation of national organizations, the Conference can "make a real beginning to develop a federal policy more sensitive to families," he said.

During the fall and winter of 1979-80, the Conference staff held fifteen briefings for several hundred national organizations clustered by their particular interests. Group representatives learned more details about Conference events, reported on their own activities, and exchanged ideas and information on family issues.

> **"Trends appear to be growing among private companies, government agencies, churches and other groups, not only to examine how their policies affect the American family but to adjust their programs to meet the new demands."**
> *Los Angeles Times*

Coalitions

Four coalitions with different agendas and constituencies demonstrated a continuing interest in the Conference:

- **Catholic Coordinating Committee for the WHCF:** This group of several Catholic groups sought to support the Conference and involve Catholics in Conference Activities.
- **Coalition for the White House Conference on Families:** This diverse group of 50 national religious, advocacy and social service organizations formed to monitor and encourage participation in the WHCF.

• **HEW Coalition:** This coalition of major Black social service and professional organizations sought to insure Black participation and attention to issues affecting Black families.
• **Pro-Family Coalition:** This group of conservative and "new right" organizations sought to mobilize participation around issues such as definition of a family and abortion.

State Activities, At-Large Delegates

National organizations and their state and local affiliates were deeply involved in organizing and assisting with state conferences and encouraged their members to attend. As part of this effort, tens of thousands of pieces of Conference literature were distributed by dozens of organizations such as the National Association of Social Workers, the American Life Lobby, the American Public Welfare Association, the Epilepsy Foundation of America, the National Council of Churches, the Eagle Forum, Family Service Association of America, the National Council of Jewish Women, and the YMCA. Other organizations featured Conference activities in their newsletters and journals. Groups such as the Cooperative Extension Service, the American Association of University Women, the Junior Leagues, and Parent-Teachers Associations helped organize state activities and provided much-needed assistance with mailings, registration, transportation, and child care.

In addition to their participation at the state level, national organizations submitted hundreds of nominations for at-large delegates and observers to the Conference's national sessions. Approximately 65 of the 310 at-large delegates represented large national organizations, and representatives from more than 200 national organizations sent official observers to one of the three conferences. Acting primarily through the major coalitions, national groups were deeply involved in organizing delegates by particular interests at all three conferences.

> **"The Conference provided an invaluable opportunity for the Black community to openly and publicly discuss their perspective on public policy and its impact on Black families. The success of our efforts will only prove fruitful when they are endorsed by the President and included in his policy agenda."**
> Evelyn Moore, Chair, HEW Coalition

Issue Priorities

As part of the issue development process, national organizations were asked to identify up to five issues they believe will be most important to families in the 1980s, together with policy, program, and strategy recommendations. The 133 responses were printed in the *National Organizations Resource Book* which was distributed to Conference delegates. This enabled national organizations to communicate their priorities and recommendations directly to the delegates without editing or censorship.

Special issue papers were prepared by several organizations such as American Association of Retired Persons/National Retired Teachers Association (AARP/NRTA) and the American Family National Action Overview which jointly prepared a special paper on the

family and aging. The National Council on Family Relations prepared a packet of papers on a variety of issues.

National organizations took leading roles in stimulating nationwide public discussion. Some groups have made the Conference a public policy priority for 1980 and 1981 or, in the case of the American Personnel and Guidance Association, used "families" as the theme of their national convention. "It's All in the Family" was the theme of a conference sponsored by Delta Sigma Theta, and the Legal Defense Fund of the National Organization of Women sponsored a national assembly on the future of the family which involved more than 2,000 participants.

Religious Participants

Religious groups were especially active in Conference activities. At a meeting of the Southern Baptist Convention, Tucker commented, "As we've gone across this country, families have said they expect more, and get more, from their churches and synagogues than any other institution. Families find irreplaceable strength, support and values within their religious beliefs, practices and traditions." The Catholic Church designated 1980 as the "Year of the Family" and the 1980s as the "Decade of the Family." The U.S. Catholic Conference held a national meeting on family ministry and family education. The Church of Jesus Christ of Latter-Day Saints continues to emphasize the importance of family values in its programs, especially "Family Time." Lutheran Church Women entered their third year of family emphasis in which they are conducting hundreds of seminars throughout the United States. The American Jewish Committee, which has established a Center for the Family, held ceremonies in March, 1980, marking the opening of its National Jewish Family Center. A speaker at the event, Tucker said, "If we are to help families, we must build on these natural supports which revolve around our own families, our religious traditions and ethnic heritage, our neighborhoods, and local community."

At the American Family Forum sponsored by the Free Congress Foundation in July, 1980, Chairperson Tucker told delegates, "No American institution receives more lip service and less help than the family." He challenged them "to move beyond the rhetorical fireworks to help move this country and its institutions to a more respectful and sensitive policy toward our most important and neglected resource—our families." Other examples of conferences held on families were the Seminar on Families sponsored by the Boy Scouts of America and the Pro-Family Conference held in Long Beach, California. Conference leadership spoke to dozens of major groups on the Conference.

Some organizations sponsored unique projects. For example, the Los Angeles-based United Neighborhood Organization (UNO)

> **"The pro-family people think that the best way to help the family is to get the government out of family life."**
> Connaught Marshner, Chairman, Pro-Family Coalition

> **"We believe the most significant result of the White House Conference on Families was to put American families firmly on the national agenda."**
> Catholic Committee for the White House Conference on Families

> **I think there was more consensus than controversy. If you take the top issues of this conference, we have the beginnings of a new social policy discussion.**
> Joe Giordano, Chair, Coalition for the White House Conference on Families

conducted a series of house meetings from which they concluded that families are most concerned about economic issues. UNO culminated its project with a "Celebration of Families" for more than 2,000 participants. The American Occupational Therapy Association produced a film entitled "First, Our Family." The Family Impact Seminar evaluated a groundbreaking state and local field project to analyze how local policies affect families. Sidney Johnson, a member of the WHCF National Advisory Committee and director of the Family Impact Seminar, called the project a "practical test in the real world of the family impact analysis approach to policy making."

National organizations are expected to play an important role in the Conference implementation period, conducting education, lobbying and other activities focused on the Conference recommendations and the needs of families.

Corporate Task Force:

Implications for the Workplace

Under the leadership of Donald V. Seibert, WHCF deputy chair, and chairman and chief executive officer of JCPenney Company, Inc., the Corporate Task Force was organized to stimulate and coordinate business involvement in the Conference. It also served as a means to discuss work place issues within the business community, to recruit at-large delegates and expertise from business, and to coordinate financial and in-kind support from the corporate sector.

The Task Force consisted of some 30 major corporations — ranging from RCA to Citibank to the American Council on Life Insurance—and met on an ongoing basis to discuss the Conference process and family issues related to the workplace. As part of this effort, the Task Force commissioned its own personnel policy study on the workplace. In March, 1980, the group produced the research document "Corporations and the Family in the 1980's," a comprehensive examination of work/family issues in America.

Significantly, workplace issues emerged as the most strongly supported issue of the three White House Conferences. Delegates consistently called for measures to make personnel policies more sensitive to families, including more flexible job schedules, improved sick leave policies, maternal leave policies, the possibility of part-time employment opportunities, and child care for workers.

Following the Conferences, the Corporate Task Force formed the nucleus of a group of representatives from some of the nation's largest employers who met at the White House in late October, 1980, for the WHCF's first major implementation effort. After a briefing on Conference workplace recommendations, the group listened to a panel of business executives describe a range of family-related personnel policies and programs underway at their companies. Featured speakers at the briefing included WHCF Chair Jim Guy Tucker, Donald Seibert, Presidential Assistant Anne Wexler and Commerce Secretary Philip M. Klutznick.

As prime mover of this advocacy project, the Corporate Task Force promised to be an important factor in anticipated activities during the remainder of the six-month Conference implementation period.

Donald V. Seibert, chairman and chief executive officer of the JCPenny Company, served as deputy chair of the WHCF and chaired the Business Task Force.

> **"Of special interest to business is the fact that the number one Conference recommendation deals with the impact of workplace policies on families. Of the 150 recommendations, the most important is right in our own area of responsibility."**
>
> Donald V. Seibert, CEO, JCPenney, in a letter to the business community

General Motors executive William H. Noack directed WHCF public affairs activities.

During the course of the Conference, a significant number of companies provided in-kind and other support for special activities related to the Conference. In particular, the WHCF wishes to thank Donald Seibert, Richard Kinney and Carter Weiss of the JCPenney Company for their leadership in this effort. Our appreciation goes to General Motors and its chairman, Thomas Murphy for lending William H. Noack who did an outstanding job as WHCF public affairs director. We also wish to extend our sincere thanks to the following companies and foundations for their support and assistance.

AFG Industries
The American Research Corporation
Bank of America
Control Data Corporation
Equitable Life Assurance Society of the United States
General Mills, Inc.
General Motors Corporation
George Gund Foundation
Giant Food, Inc.
William T. Grant Foundation
MCA
Meredith Corporation
Meredith Foundation
JC Penney Company, Inc.
Safeway Stores, Inc.
Sun Company
van Ameringen Foundation, Inc.

> **"Men's and women's needs have got to be met so they can combine family and work responsibilities, and are not torn apart by them."**
> Lynda Zengerle, *Los Angeles Times*

Al Wakefield, vice president of personnel for Avon Products, makes a point at Business Task Force meeting as Judith Connor of Pan Am listens.

Intergovernmental Cooperation:

Government-Wide Focus on Families

The White House Conference on Families dealt with issues that touch on virtually every aspect of government. Its success would not have been possible without the cooperation and assistance of a wide range of federal departments, agencies and programs. They provided resource persons, specially prepared reference material, and assistance with hearings and other Conference activities.

In October of 1979, President Carter called on each federal department to assist the White House Conference on Families. His mandate established an Interagency Task Force to coordinate this government-wide support. The response was excellent. More than 50 federal departments and agencies met at the White House in November, 1979, to hear about Conference plans and needs. Over the course of the year their contributions were invaluable.

> **"The Conference will serve as a catalyst for continuing and expanding action on family issues in the federal government. To ensure this development, I've today directed all federal departments and agencies to support and to cooperate with the Conference's activities."**
>
> President Carter

The White House: President and Mrs. Carter gave unfailing support for the Conference. They hosted a White House reception for the National Advisory Committee in July of 1979. The President opened the Baltimore White House Conference. Mrs. Carter keynoted the Kansas Conference on Families and Vice President Mondale met with the National Task Force. Domestic Policy Adviser Stuart Eizenstat keynoted the Research Forum, addressed the National Organization briefing and National Task Force. Key White House staff made themselves available as resource persons to the Conference. The White House Office on Administration produced the booklet "Listening to America's Families" and provided important technical assistance on the Final Report and several newsletters. The White House Drug Office developed special materials on family-based treatment of drug abuse.

Health and Human Services: Secretary Patricia Roberts Harris established a liaison group to provide full support and assistance to the Conference within HHS, the lead agency for the White House Conference on Families. Secretary Harris opened the Washington Hearings and keynoted the Los Angeles White House Conference. The regional offices of the Department provided invaluable assistance with WHCF hearings, and the three White House Conferences.

Health and Human Services Secretary Patricia Roberts Harris keynoted Washington hearings and Los Angeles Conference. Under her leadership, HHS served as the lead agency for the Conference providing essential support and assistance.

The Department detailed staff to assist with Conference activities and provided essential administrative and program support. The Administration for Children, Youth and Families, under the leadership of Jack Calhoun and Laura Miller, provided essential support.

HUD Secretary Moon Landrieu (r) announced nationwide study of discrimination against families at Connecticut hearings.

Housing and Urban Development: As its contribution to the White House Conference on Families, HUD undertook the first comprehensive study of restictive rental practices as they affect families with children. This major research initiative was announced by Secretary Moon Landrieu at the Connecticut Hearings and the results were released at the Los Angeles White House Conference on Families and the National task Force Meeting in Washington. The results of this monumental study, *Housing our Families,* is available from HUD.

National Endowment for the Humanities: The National Research Forum on Family Issues was made possible by a grant from NEH. This unique event brought together leading scholars with state coordinators, policy makers, and national organizations in an intense two-day dialogue on what we know about families.

National Endowment for the Arts: A highlight of each of the three Conferences was the cultural event celebrating families. These celebrations involving local artists and performers were made possible in part by a grant from the NEA.

Agriculture: USDA made available two part-time detailees to the WHCF to insure that the Conference drew on the experience and expertise within the Cooperative Extension Service and that the concerns of rural families were a part of the WHCF.

The National Institute on Drug Abuse: Working in conjunction with the National Institute on Alcohol and Alcoholism and the National Center on Child Abuse and Neglect, the NIDA sponsored a series of Conference-related three-day workshops for state and local staff of drug abuse, alcohol abuse and child protection agencies. These workshops, held in conjunction with the three White House Conferences on Families, were designed to support the Conference themes: Family Strengths and Supports and Families with Special Needs.

Commerce: The Commerce Department and the Census Bureau produced an extremely useful chartbook for delegates. This booklet outlines the realities of American family life and charts the pressures and changes affecting families over the last 25 years.

Community Services Administration: CSA worked to ensure low-income voices were heard on issues affecting families. They prepared a series of issue papers on low-income concerns.

Defense: The Army, Navy and Air Force provided bands and color guards for the Conferences as well as assistance in delegate transportation and transcription of hearings.

National Institute for Mental Health: NIMH produced a two-volume study on family mental health issues entitled *Families Today.* These groundbreaking studies point to important pressures on families in the mental health area.

The Department of Justice and Interior: These departments also provided assistance in recording and transcribing the WHCF hearings.

The Veterans Administration: The VA provided services for the handicapped at all three Conferences.

Staff Assistance: In addition, several government departments provided staff on a loan basis to help with Conference activities. They included:

- Department of Agriculture
- Department of Health and Human Services
- Department of Labor
- Office of Personnel Management
- National Archives

Other federal agencies supplied resource material and other assistance in developing Conference reports. This broad cooperation was crucial in light of the Conference's tight budget and timeline. These government-wide efforts will continue as the Conference moves into its implementation and advocacy activities.

The Media:

Rediscovering Families

While thousands of Americans participated directly in the White House Conference on Families, literally millions followed the Conference's year-long series of meetings and events through the news media. More than 600 journalists attended the three Conferences and generated tens of thousands of stories over the course of the year.

In addition to news coverage in virtually every major U.S. newspaper, the Conference was reported extensively in syndicated columns, editorials, national news magazines, and on television and radio. The media's involvement also extended beyond reporting to encourage participation in Conference activities. A variety of public service announcements and newspaper editorials, for example, urged public participation and support of the WHCF hearings and state activities. Special reports to expand the Conference's listening process included the *Better Homes and Gardens Magazine* poll on family issues which generated 2,000 responses, and *Weekly Reader Magazine's* survey of 4,000 grade school youngsters that found divorce to be their greatest family concern.

Among the most consistent and widely read reporting on the Conference was a series of stories that appeared in *The New York Times.* It included accounts of all major events of the WHCF with particular emphasis on the three White House Conferences. Network television audiences gained insights to the Conference through two documentaries—an hour-long NBC special narrated by Edwin Newman and a CBS half-hour program hosted by Douglas Edwards.

The weekly new magazines devoted considerable space, including *U.S. News & World Report's* cover story on American families featuring the Conference and an editorial commending the objectives of the WHCF. *Newsweek* ran an early story and provided coverage of the White House Conference as did *Time.*

No news organizations generated coverage to more readers than Associated Press and United Press International. AP and UPI both covered the leading events of the WHCF and produced scores of stories that appeared in hundreds of U.S. daily and weekly newspapers. *The Christian Science Monitor* featured the Conference in a special four-part series on families, and profiles on WHCF Chair-

person Jim Guy Tucker appeared in the *Philadelphia Inquirer* and *People* magazine. Other national newspapers which ran news coverage and features included the *Washington Post,* the *Los Angeles Times,* and the *Chicago Tribune.*

Some of the most reflective and wide-reaching reporting on the Conference was provided by nationally syndicated columnists Ellen Goodman, Carl Rowan, William Raspberry, Daniel Schorr, and James J. Kilpatrick.

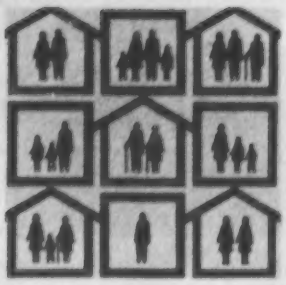
Major Conference findings also received wide coverage on national television news programs. Jim Guy Tucker announced priority concerns from the national hearings and discussed top WHCF recommendations in two appearances on NBC's "Today." He also commented on the Gallup survey results during an interview on CBS's "Morning News." George Gallup, Jr. analyzed the poll findings on the Cable News Network's first day of broadcasting.

WHCF spokespersons appeared on dozens of local and national interview programs, including "Larry King Show," CBS's "What's Happening," the "700 Club," and the Mutal Black Network. Religious, minority, and women's publications followed the Conference closely, covering issues of concern to their special audiences.

With the conclusion of the Conference, it became clear the media would play a continuing role in the WHCF process, both as a vehicle to convey the recommendations to the general public and to report on the various implementation efforts.

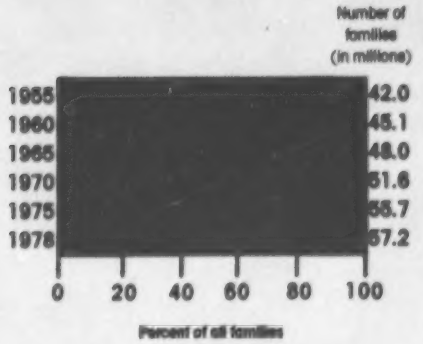
Census Data:

Facts on Families



A new sensitivity to families must be based on facts not hunches, on realities not wishful thinking. Because of the frequent confusion which surrounds the discussion of families, the WHCF asked the Census Bureau to share with us specific data on American Families and the changes affecting them. They developed for the delegates *American Families and Living Arrangements,* a set of 30 charts which pinpoint the realities of families today. Several charts are included in this Final Report to focus attention on key facts on families.

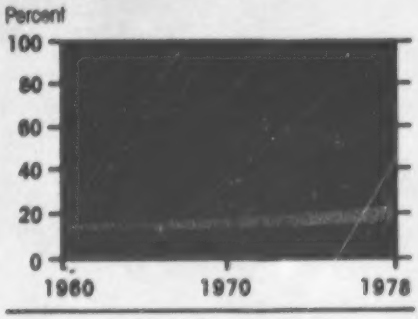
Chart 1.
Families, by Type, Selected Years 1955-1978



Families maintained by a:

- Married couple with wife in paid labor force
- Married couple with wife not in paid labor force
- Man, no wife present
- Woman, no husband present

Chart 2.
Living Arrangements of the Noninstitutional Population: 1960, 1970, and 1978



Source: U.S. Bureau of the Census.

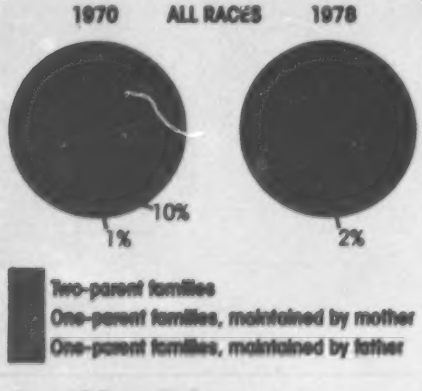
Living in married-couple households

- Husband, wife, and children under 18
- Husband and wife, no children under 18

Living in one-parent households

- Living alone
- All Other

Chart 3.
One-Parent Families as a Proportion of All Families With Children Present: 1970 and 1978



Source: U.S. Bureau of the Census.

Chart 4.
Number and Rate of First Marriages, Divorces and Remarriages of Women: 1951-1977

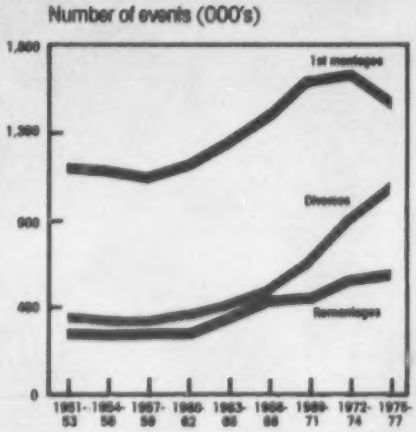
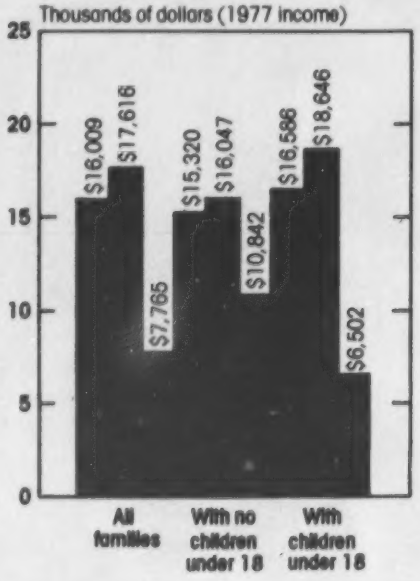


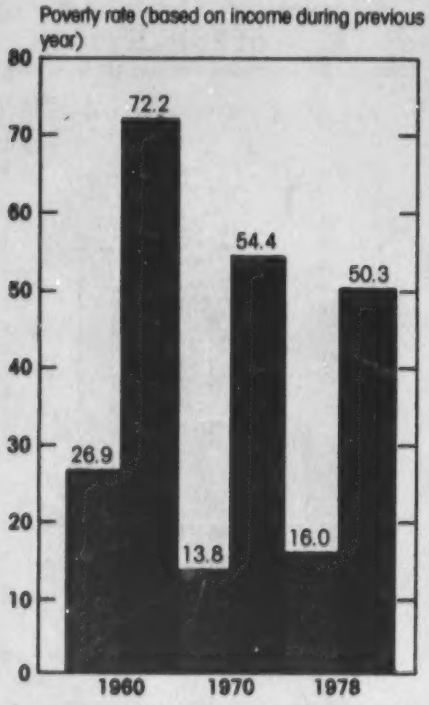
Chart 5.
Median Family Income, by Presence of Children and Type of Family: 1978



Source: U.S. Bureau of the Census.

All families
Married-couple families
Families maintained by women with no husband present

Chart 6.
Children in Poverty, by Family Type: 1960, 1970, and 1978

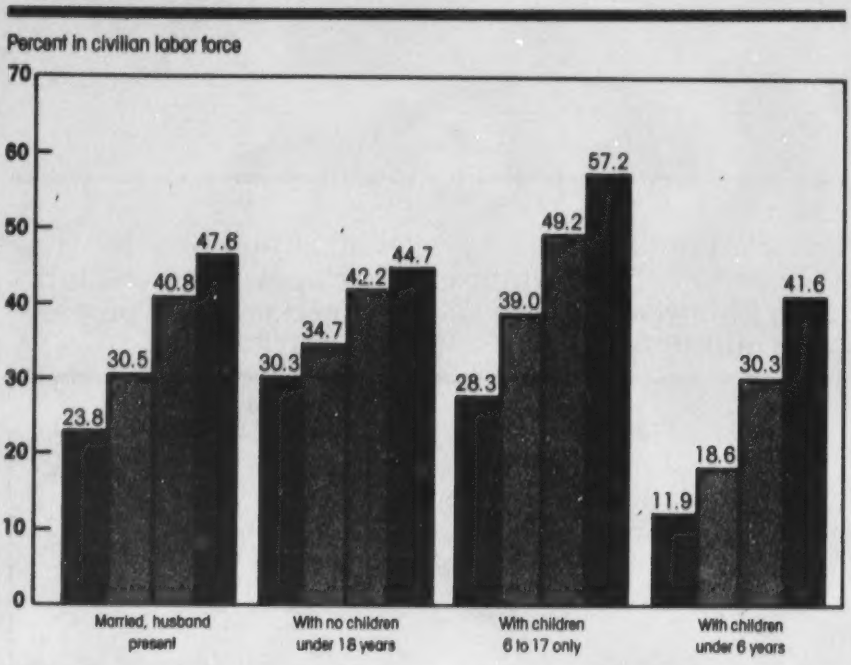


Source: U.S. Bureau of the Census.

Children in families

Children in families maintained by women with no husband present

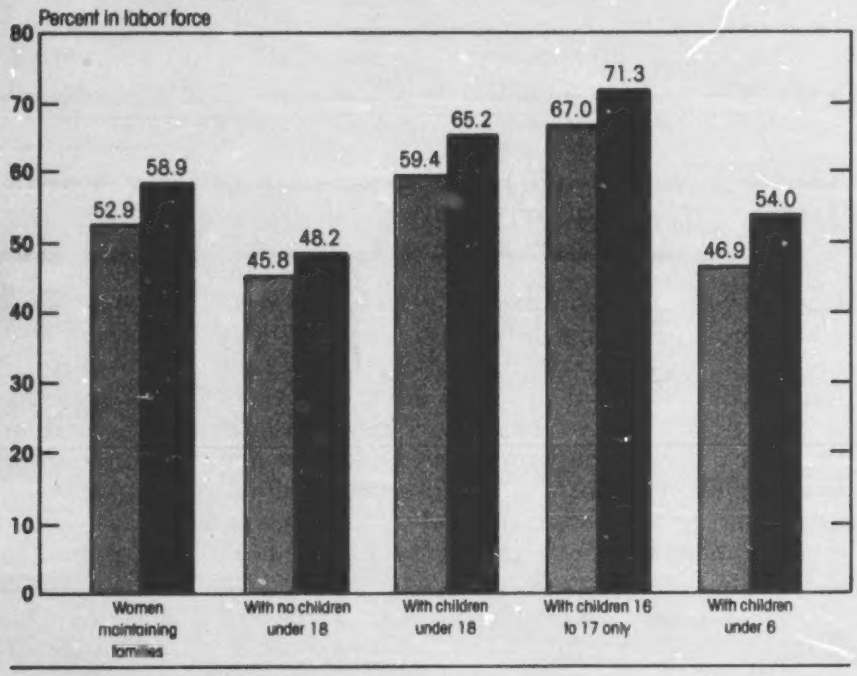
Chart 7.
Labor Force Participation Rates of Married Women, Husband Present, by Presence and Age of Children: 1950-1978



Source: U.S. Bureau of the Census, and U.S. Bureau of Labor Statistics

1950
1960
1970
1978

Chart 8.
Labor Force Participation Rates of Women Maintaining Families, by Presence and Age of Children: 1970 and 1978



Source: U.S. Bureau of Labor Statistics.

Gallup Survey:

An In-Depth Look at Families

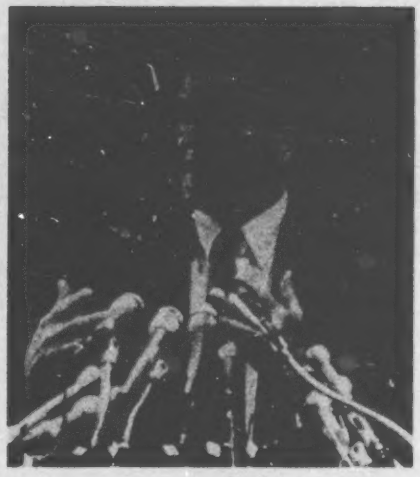
> **"A majority of Americans support changes in tax, health, welfare and housing laws to give greater consideration to families."**
> George Gallup, Jr.

No single event of the year-long White House Conference on Families revealed more about how American families view themselves than the Gallup Organization's survey of "American Families — 1980."

Commissioned by the Conference and funded from outside sources, the survey — based on in-person interviews with some 1,500 adults in more than 300 selected locations across the nation — was the most comprehensive ever directed at families. In addition to providing an objective, in-depth examination of American opinion on family life, the survey, released just prior to the Baltimore conference, proved to be effective in directing public attention to family issues of broad concern.

The results of the study were presented at a news conference in Washington on June 2, 1980 by WHCF Chairperson Jim Guy Tucker and George Gallup, Jr. and were given nationwide coverage by the media.

Importance of Family Life



Dr. George Gallup, Jr.

Generally, the study confirmed the strength and resiliency of families and reflected the stresses of contemporary society. It showed that nine of ten of the persons questioned are either very satisfied or mostly satisfied with their family life and that a clear majority — 61 percent — believe their families are the most important element in their lives. Indeed, in the overview of his detailed findings, Gallup wrote: "Any belief that Americans do not place top priority on the family and family life is completely refuted by results of this survey. The findings represent a ringing endorsement of the importance of the family in American life."

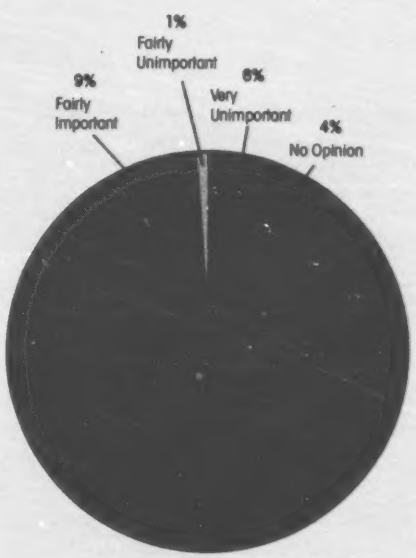
Yet the findings also made it clear that all is not well with American families today. Nearly half the respondents feel family life has gotten worse in the last 15 years, and a third are dissatisfied with the future facing their families. A full 20 percent said they are aware of serious cases of child or spouse abuse where police or social workers were called to the scene.

Findings

Importantly, the study confirmed many of the findings of WHCF National Hearings and state activities held earlier — that growing numbers of citizens are concerned about government's insensitivity to families, that many workplace policies should be brought more in touch with family needs, and that drug and alcohol abuse are threatening many families.

Highlights of the survey included:

- A majority of Americans support changes in tax, health, welfare and housing laws to give greater consideration to families.
- There is strong support for changes in personnel policies at workplaces to help families—including flextime, sick leave for an employee if a family member is ill, more part-time employment, and the elimination of mandatory overtime.
- The cost of living, energy costs, and government policies are rated the most important problems facing families.
- Health care assistance for the elderly living at home or with their families, assistance to poor families, and consideration of families when enacting laws, and making regulations are priority choices for governmental action to help families. Others are tax credits for families with handicapped children, guaranteed jobs for parents, and programs to enforce child support.
- A majority of Americans support tax credits to businesses and community groups to provide child care. A majority also support direct government funding of day care centers to help working mothers.
- Large majorities support sex education with parental consent and courses in marriage and family life, alcohol and drug abuse and parenting in the schools.
- A majority think television harms family life by over-emphasizing violence and sex.



How important is family life to you?

In other areas reflecting satisfaction, the survey found that seven out of eight employed Americans—87 percent—are satisfied with their jobs and seven out of ten with their children's education. A majority — 62 percent — are satisfied with family income, and 84 percent are satisfied with their housing.

There are no significant differences by race in regard to jobs or their children's education, but there are wide gaps between the satisfaction levels of blacks and whites with regard to income and housing.

The difference in satisfaction levels between whites and blacks and other minorities in terms of income is marked—65 percent of the whites, but only 38 percent of the blacks and other minorities expressed satisfaction. A similar difference was found in respect to housing, with 86 percent of the whites expressing satisfaction with their present housing, compared with only 66 percent of the black and other minority respondents.

Fear of crime is among the most negative effects Americans see on the quality of their family life, according to the survey. Declining religious, moral, and social standards present additional stress and conflict within families undermining the quality of family life in the minds of many respondents.

Further, one out of four Americans said they believe alcohol and drug abuse are major causes of the high divorce rate in this country. Six out of ten survey respondents listed alcohol and drug abuse among the three things they thought were most harmful to family life.

The factors most often cited as strengthening the quality of family life were the interactions between family members with neighbors and the surrounding community and religious belief, practices, and organizations. Schools and educational programs were often mentioned, and significant numbers listed "my job" as a positive effect on family life — another indicator of widespread job satisfaction across the nation.

Again on the positive side, in response to "What do you regard as the most satisfying thing about your family life?" the most frequent answers were "children," "closeness," and "just being together."

Has family life gotten better or worse in the last fifteen years?

Government Mandates

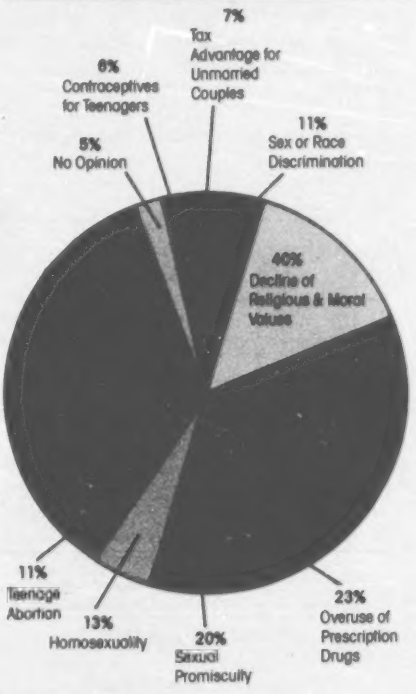
Significantly, nearly half the respondents said that the Federal government has an unfavorable influence on family life. State and local governments, the courts and our legal system did not fare much better.

Government actions most widely called for by the respondents were:

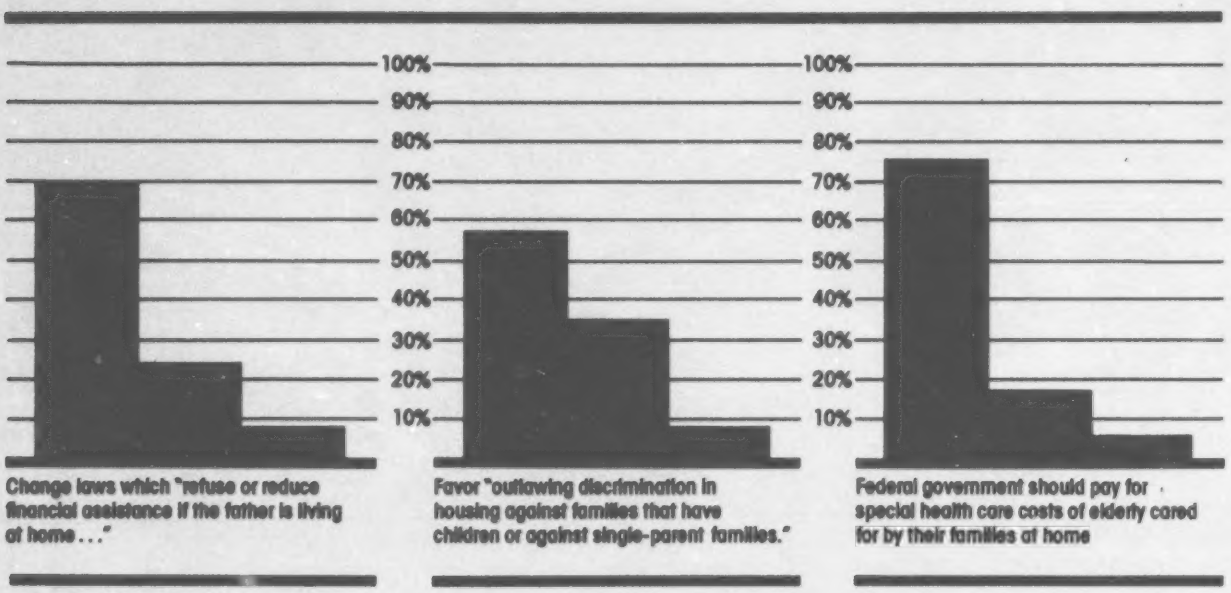
- The government should provide health care assistance to elderly people living at home or with their families—not just to those in hospitals and nursing homes. (76%)
- Tax laws should be changed so that a married couple does not have to pay more in taxes than an unmarried couple in the same income bracket who are living together. (83%)
- Tax credits should be given to help meet part of child care costs incurred by families with working parents. (70%)
- State laws which refuse or reduce financial assistance to poor families if the father is living at home, even if he is unemployed or not capable of supporting his family, should be changed. (70%)
- Housing discrimination against families with children or against single-parent families should be prohibited. (57%)

Overall, there was strong support for efforts to make government more overtly aware of its impact on families and build such a process into regular decision-making. The recommendations ultimately adopted by the three White House Conferences parallel quite closely the results of this groundbreaking study. The results of the Gallup survey and the outcome of the White House Conference on Families activities involving 125,000 people point to both a new consensus and constituency around making our major institutions sensitive to families.

This Gallup survey was made possible by the generous support of American Research, Inc., the van Ameringen Foundation, the George Gund Foundation, the W. T. Grant Foundation, and the National Council on Family Relations.



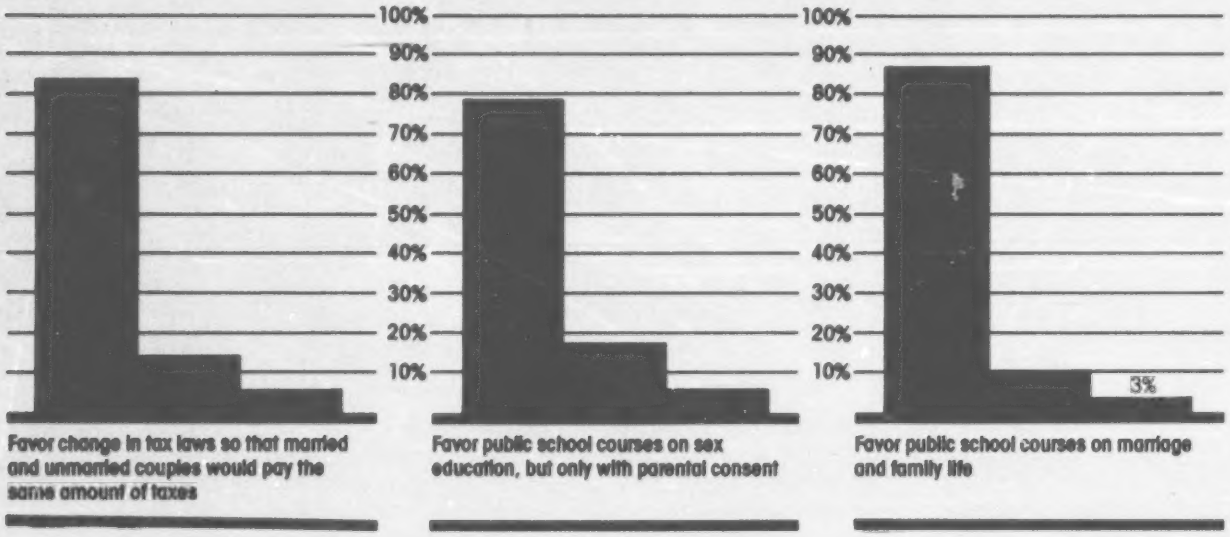
Three things most harmful to family life



Change laws which "refuse or reduce financial assistance if the father is living at home..."

Favor "outlawing discrimination in housing against families that have children or against single-parent families."

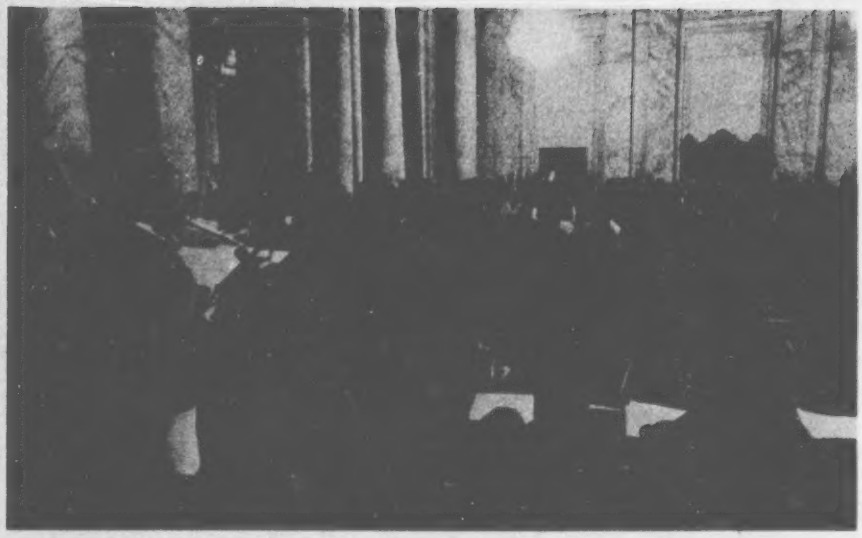
Federal government should pay for special health care costs of elderly cared for by their families at home

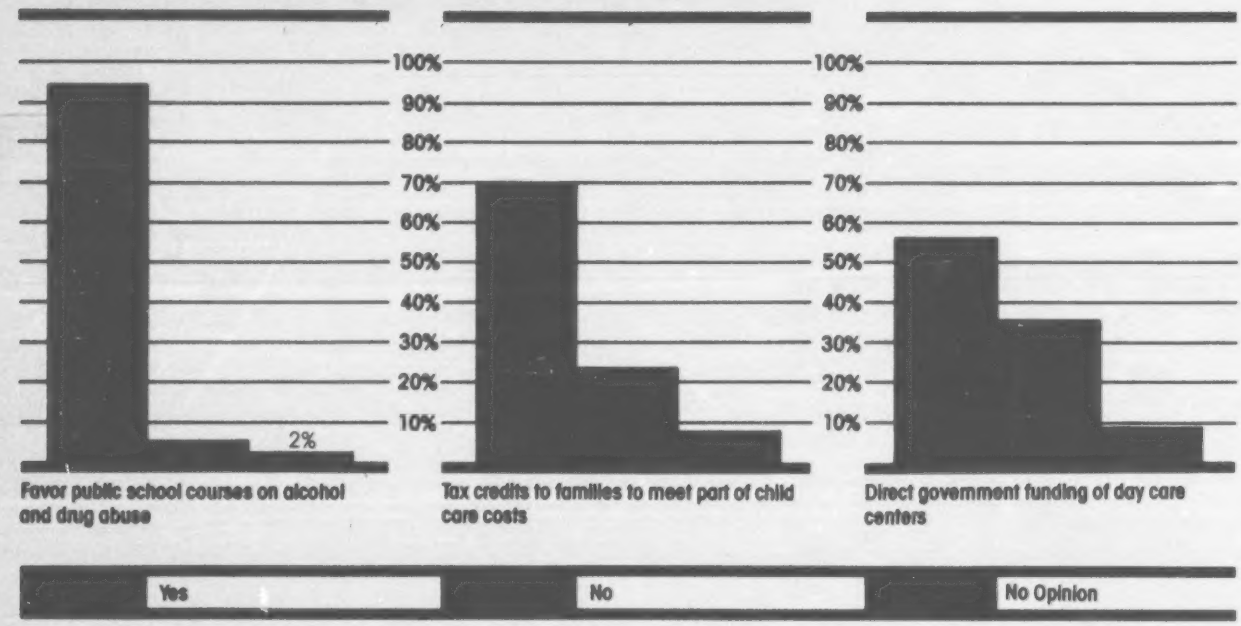


Favor change in tax laws so that married and unmarried couples would pay the same amount of taxes

Favor public school courses on sex education, but only with parental consent

Favor public school courses on marriage and family life




100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
2%
Favor public school courses on alcohol and drug abuse
Tax credits to families to meet part of child care costs
Direct government funding of day care centers
Yes
No
No Opinion

WHITE HOUSE CONFERENCE ON FAMILIES

IV
Debate and Consensus

Conference Overview

In concept and approach, the White House Conference on Families marked a significant departure from White House Conferences of the past. While several have been productive and have led to significant change, most conferences have been single events involving appropriately certified experts and scholars, and held in Washington, D.C.

The WHCF National Advisory Committee based its decision to hold three White House Conferences on several factors. First the issues themselves called for a different approach. It was clear that the answers to problems and concerns facing millions of American families across the country were not to be found in the nation's Capitol (where some of the problems had apparently originated) but in the nation itself.

By going out to the country, the Conference could involve many more people and, at the same time, maximize a limited budget that could not take the strain of bringing a comparable number of people to Washington, D.C. Three White House Conferences also provided the opportunity for small group sessions where thirty people could be engaged in sharing views and formulating recommendations, as opposed to the involvement of a distinct minority of 300 in the impersonal setting of an auditorium.

Barbara Warden, WHCF deputy director for process, served as key link to states and delegates.

The Conferences in Baltimore, Minneapolis and Los Angeles were preceded by a year of activity that embodied the commitment by the NAC to take the Conference to the people. The material generated by the national hearings, state activities, and the National Research Forum on Family Issues provided the raw material for each of the more than 2,000 delegates who traveled to one of the three cities. Each delegate received, well before the Conference, a notebook containing workbooks on the four major topic areas, a summary of the national hearings, a review and text of recommendations made at the state level, the Gallup survey on America's families, and American Families and Living Arrangements, prepared for the WHCF by the Bureau of the Census.

Thursday

To ensure that the outcomes of each Conference could be combined into a truly national expression and an action agenda, the format for all three Conferences was identical. Each Conference opened on Thursday with a welcome from Chairperson Jim Guy Tucker, a moving slide tape presentation on families by Clay Nixon, and a keynote address by a speaker from the highest levels of the Administration. The Conference then moved quickly into four topic sessions where speakers and a panel of reactors presented delegates with background information and differing perspectives on each of the four major WHCF topic areas.

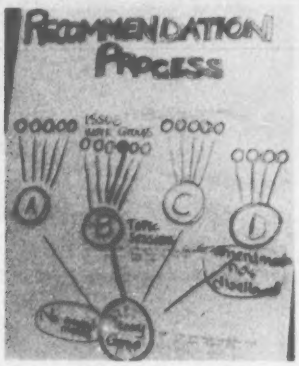
After a late afternoon Delegate Forum where delegates could speak out on the issues, the Conference moved into Work Group Sessions. Assigned by their own preference, delegates met in small groups to discuss one of twenty major issues. As in the Topic Sessions the emphasis of the Thursday evening work groups remained on exposition of the issues with discussion, but no votes or motions were permitted.

> **"I felt we were seeing democracy in action. There was very little personal animosity between disagreeing groups. It was very good that we could express differing views and everything was settled by votes."**
>
> Marie Crocker,
> Pottstown, Pennsylvania

Friday

The most important work began on Friday morning. Meeting again in the 20 Work Group Sessions, the delegates addressed themselves to the challenge of developing, adopting and prioritizing three specific recommendations on their subject for presentation to the four major topic sessions later in the day.

On Friday afternoon, after a luncheon talk by a speaker of



national renown, the delegates met again in four Topic Groups to review and vote on the recommendations they would submit to the Plenary Session on Saturday morning for a final vote. Each of the Topic Groups approved three recommendations from each Work Group for the Plenary Session, yielding a total of 60 possible recommendations for the Conference to consider. At appropriate times during the proceedings, delegates were kept abreast of the proceedings by quickly reproduced material containing recommendations and the voting results.

On Friday night a celebration of families featuring local performers at each Conference provided delegates with relaxation and a welcome break from their intensive all-day sessions.

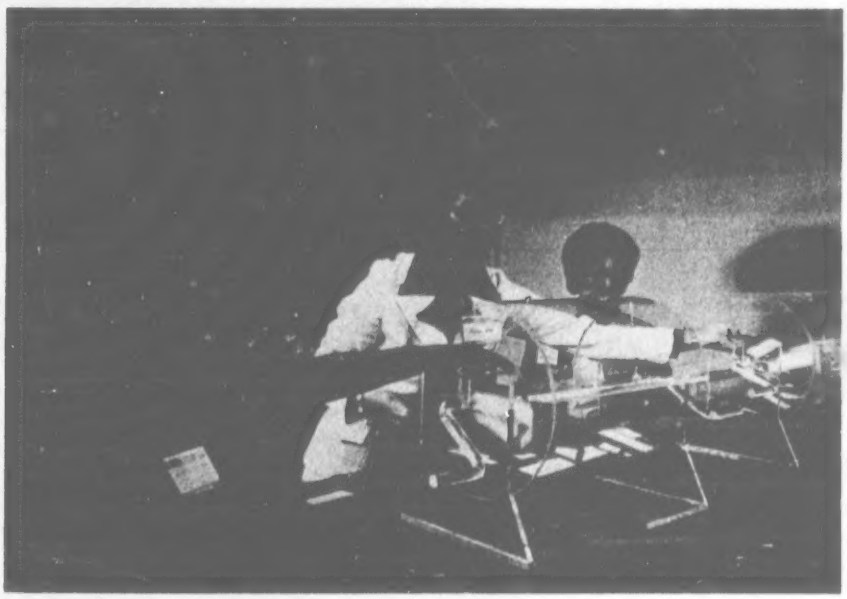
Saturday

> **"I've been to conferences where three-fourths of the people remain silent and let the other fourth do all the talking. Here, everybody was talking. There was really enthusiasm."**
> Janet Horner, *Los Angeles Times*

Saturday morning began with individual state caucus sessions for last minute discussion before voting, then moved into the Plenary Session. Chaired by Jim Guy Tucker, the Plenary set aside specific time for each of the four topic areas with delegates chosen by a random drawing speaking for or against recommendations on the floor. The voting was completed by 1:00 p.m. each day.

Early Saturday afternoon, delegates met in state caucuses to elect one of their number as a member of the National Task Force which would meet in Washington, D.C., August 19-20, 1980 to review all the recommendations and outline the substance of the final report.

The final session was held at 3:00 p.m. on Saturday with the Conference Chair sharing the voting results with the delegates. The



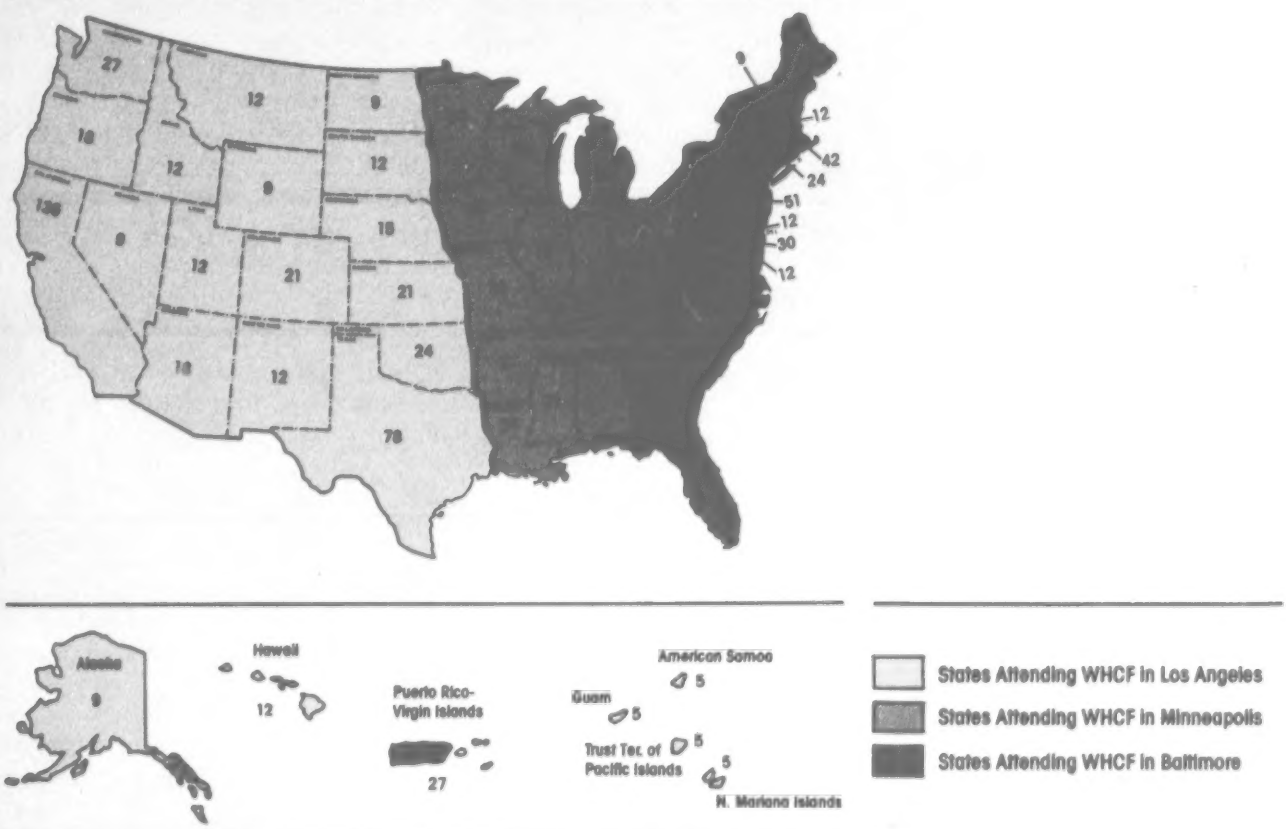
Delegates who spoke at the final voting session were selected at random from those who submitted cards indicating their desire to speak.

closing ceremonies included a slidetape presentation consisting of photographs from the previous two and a half days against a background of Sister Sledge singing "We are Family," and a benediction.

More than just the format was identical. At each of the Conferences, the final moments were invariably emotional ones where men and women, most of them strangers to each other only three days before, joined hands and sometimes wept in recognition and celebration of having joined together in a cause they believe in.

While their cause overcame deeply felt differences and ultimately united the delegates at all three sessions, each Conference had its own character, its own set of tensions and expectations, its own achievements. The following pages attempt to capture those unique qualities with brief reviews of the events in Baltimore, Minneapolis, and Los Angeles.

Number of Delegates Attending the White House Conferences



The White House Conference in

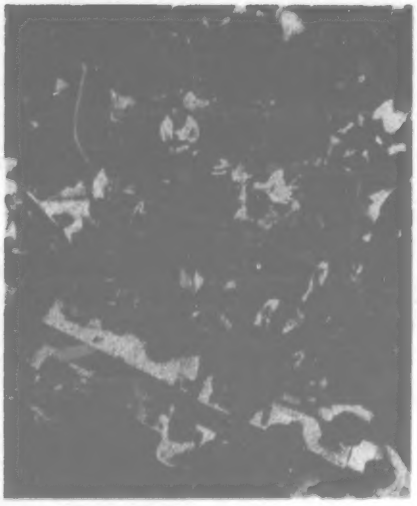
Baltimore

Anticipation and excitement ran high the morning of Thursday, June 5, 1980, as the first of some 670 delegates moved toward the registration tables at Baltimore's new Convention Center.

Delegates, state coordinators, members of the National Advisory Committee and the WHCF staff—all had worked hard for this moment. Now, as the first of three White House Conferences on Families was about to begin, many of the planners and participants felt the nervousness of an actor on opening night. During the next two and a half days, their fears would vanish as an intense but respectful debate on American families took shape. Family issues would appear under the spotlight, but so would President Carter, pollster George Gallup, a diverse group of delegates and a marvelous array of Baltimore-area cultural talent.

> **"Consensus rather than controversy best describes the outcome of the first White House Conference on Families held in Baltimore last week—in spite of a few fireworks."**
> *New York Daily News*

Thursday: 'Families Need Action, Need Change'



The delegates were still streaming in at 2 p.m. when the color guard struck up the national anthem, officially opening the Conference. White House Conference on Families Chairperson Jim Guy Tucker welcomed the delegates, sounding a theme he would repeat in Minneapolis and Los Angeles. Tucker commended the delegates and the state governors for making the Conference possible and challenged the group to "search for areas that offer progress and action." He cautioned delegates against wasting time haggling over divisive issues and urged them to turn their attention to issues that "while less passionate and volatile, nonetheless touch American families deeply and constantly."

With firm resolve, Tucker reminded the Conference that many Americans were watching the Conference, hopeful that it would lead to real action. "There are a lot of families counting on you," he said. "Families who need action, need change, and have almost despaired that government can ever be sensitive to them."

After an invocation by the Most Reverend J. Francis Stafford, Auxiliary Bishop of the Archdiocese of Baltimore and member of the NAC, Coretta Scott King, herself a member of the NAC, told the audience that modern pressures on families could not be ignored. "As a single parent for the last 12 years, I know some of those pressures," she said. "Many families feel terribly vulnerable." Citing problems of low-income families, Mrs. King sounded a hopeful note. "I have seen the strength of coalitions. I know that people working together — concerned citizens, church leaders, elected officials — people like us can make things happen."

After a greeting by Baltimore Mayor William D. Schaefer and a poignant slide-tape presentation on American families, the band broke into "Hail to the Chief" and President Carter strode to the podium to address the Conference he had called for.

President Carter: "Official America Had Lost Touch with Family America"

Following lighthearted and moving remarks about his own family, the President said, "I called for this conference because I was deeply concerned that official America had lost touch with family America . . . I hope that we will come out of this conference with a reaffirmation of families as a fundamental building block of our society. I hope we will unite around a commitment to strengthen and not weaken families, to help and not hinder families, to lift families up and not drag them down."

Reaffirming his commitment to the Conference, the President said, "I'll do all I can to ensure that your work does not end just as a report on the shelves in Washington.

"I hope," he continued, "that we will consider not just the troubled families, but the families that are okay now and might be troubled in the future. And I think the most important thing, perhaps, for us to remember is that the members of the family themselves are the most likely ones to make the best and the right decisions about their own lives."

The President's personal and direct appeal set the tone and mood for the next two and a half days and the following two Conferences as well.

With the opening session concluded, the hard work of the Conference began. Delegates first attended one of four topic sessions Thursday afternoon and had the opportunity to hear different points of view on key issues. They could voice their opinions on family issues during the delegate forum — an informal "speak-out"

session—later in the day. Thursday evening, the participants met for the first time in twenty workgroup sessions, each covering a set of specific issues under one topic area. This was followed by intense caucusing late into the evening.

Friday: "Family Life Has Gotten Worse"

The workgroups convened again Friday morning with the task of further discussing and prioritizing specific recommendations on each of the sub-issues for presentation to topic sessions later in the day. In these small groups delegates could really listen, debate, persuade and find common ground. They spent six hours developing and refining three recommendations. Their work was typed, reproduced and shared with the delegates in their topic sessions.

At mid-day on Friday, luncheon speaker George Gallup, Jr. shared with the delegates the results of a national survey on families undertaken by the Gallup Organization on behalf of the WHCF. His speech touched on both the strengths and stresses of modern families.

While there are very high levels of satisfaction with family life in the United States, he reported, "forty-five percent of us think family life has gotten worse in the last 15 years and a third of us are dissatisfied with the future facing our families."

Gallup then sounded a concern that was to come up numerous times at the Conferences. "Of things families are asking government, the one that impresses me most is the demand that government itself become more aware of its own impact on families. If indeed family impact statements or other mechanisms result, that in itself will make this Conference and this public opinion survey more than worthwhile." (For full details on the Gallup survey, see page 00.)

Even as Gallup spoke of the complexities of family life, a group of 30 to 40 delegates were gathering in another part of the building to protest the proceedings. Opposed to some recommendations which were taking shape in the Conference sessions, the group chose to leave the Conference later that afternoon, rather than share their views and vote on the issues.

On Friday afternoon, the four topic sessions convened again to consider the recommendations that had been forwarded to them from the workgroups. Both the smaller groups and the topic sessions had been marked by lively, spirited debate which frequently aroused deeply felt convictions. In the main, however, a willingness to listen and compromise prevailed, prompting one delegate to say, "We didn't always agree with everybody in the room, but I think we came to respect each other a little more."

> **"The Baltimore Conference had been stacked, packed and rigged to produce these prepared affirmations. Fiasco No. 2 and Fiasco No. 3 will follow the identical scripts."**
> James J. Kilpatrick, Syndicated Columnist

Connaught Marshner, at-large delegate and chairman of National Pro-Family Coalition, and Marian Wright Edelman, executive director of the Children's Defense Fund, addressed delegates in Baltimore.

The delegates paused Friday evening from the busy proceedings to attend a cultural event of regional talent that became a highlight of each Conference. Held at the city's Morris Mechanic Theatre and sponsored by the National Endowment for the Arts, "A Celebration of Families" was a rich portrayal of the unique relationship between the arts and families. It featured Sylvester Campbell and the Maryland Ballet, pianist Ann Saslav of the Baltimore Symphony who played a duet with her daughter, renowned jazz singer Ethel Ennis, the Morgan State University Choir, and the Maria Morales Spanish Dancers. While the delegates were being entertained and slept, their work was again retyped and printed for distribution the next morning.

Saturday: Substance Abuse, Home Care, Workplace, Top Concerns

On Saturday morning, state delegations met to caucus briefly and elect members to the WHCF National Task Force — a group that would later summarize recommendations from all three Conferences. The delegates then moved to the plenary voting session for a final showdown on the recommendations. More than 100 delegates spoke for and against the recommendations. Their names were drawn from a tumbler that contained the names of all delegates who wished to speak. The delegate votes were tallied by the computers of Control Data Corporation, with final results delivered by mid-afternoon.

Leading the list of recommendations with the strongest support at Baltimore were measures calling for:

1. An increased effort to counter drug and alcohol abuse.
2. Changes in health care regulations and tax laws to encourage home care for the aging.
3. Major changes in the workplace—such as flextime, more liberal leave policies, child care provisions — to accommodate family needs. (Flextime received the greatest number of "strongly agree" votes at the Conference.)
4. Elimination of the "marriage tax" which effectively penalizes married couples.
5. Recognition of full-time homemakers through changes in tax, social security and other laws and regulations.
6. Increase in the choice, availability and quality of child care.
7. Increased efforts to meet the health needs of families.
8. Greater recognition of, and assistance to, families with a handicapped member.

> **"The Baltimore delegates were credible and persuasive because they concentrated on concerns they knew from personal experience."**
> *Minneapolis Tribune*

9. Efforts to increase employment opportunities.
10. Increased attention to, and services for, the prevention of family violence.
11. Changes in social security requirements to eliminate bias against families.
12. Reform of foster care and adoption procedures.
13. Increased emphasis on family life education in schools, as well as religious and community institutions.
14. Increased efforts to deal with teenage pregnancy.
15. Family impact analyses, statements and commissions as part of program and policy considerations.

A Standing Ovation

"The delegates to the White House Conference on Families gave themselves a standing ovation Saturday at the conclusion of their three-day meeting at the Convention Center. They deserved it. They worked hard. And they came to grips with some of the seminal issues facing the American family."
Baltimore Evening Sun

In presenting the voting results at the closing ceremonies, Jim Guy Tucker commended the delegates on their dedication and diligence. "The voting shows there is a deep concern about families that cuts across ideological, racial and economic lines," he said. "Here in Baltimore, we've seen that people can sit down and talk through the issues that concern them, then join together in identifying some solid directions for the future of their families."

A slide presentation of scenes from the preceding two and a half days to the beat of "We Are Family" filled the hall and brought a spontaneous outpouring of emotion and applause. A final prayer brought delegates, who had been strangers only days before, together in clasped hands for a moment of quiet reflection and thanks. At its conclusion, there was more applause, much congratulations and the shedding of more than a few tears. "They gave themselves a standing ovation, and they deserved it," the *Baltimore Sun* declared. The first of three White House Conferences on Families was over.

Congressman Paul Simon of Illinois

Baltimore Conference Contributors

Plenary Session Participants

Rabbi Nahum Ben-Nathan
Beth Jacob Congregation
Baltimore, Maryland

Reverend John Bryant
Bethel African Methodist Episcopal Church
Baltimore, Maryland

Jimmy Carter
President of the United States

George Gallup, President
The Gallup Organization, Inc.

Guadalupe Gibson, Deputy Chair, NAC
Associate Professor of the Worden School of Social Service
Our Lady of the Lake University
San Antonio, Texas

Kalman "Buzzy" Hettleman
Secretary, Department of Human Resources
Baltimore, Maryland

Coretta Scott King, Deputy Chair, NAC
President, Martin Luther King Center for Social Change
Atlanta, Georgia

Maryann Mahaffey, Deputy Chair, NAC
President Pro Tem, Detroit City Council
Detroit, Michigan

William Donald Schaefer
Mayor, City of Baltimore
Baltimore, Maryland

Bishop J. Francis Stafford
Auxiliary Bishop
Archdiocese of Baltimore
Baltimore, Maryland

Jim Guy Tucker, Chairperson
National Advisory Committee
White House Conference on Families
Little Rock, Arkansas

Topic Session Participants

Families and Economic Well-Being

Moderator:
Mario Cuomo, Deputy Chair, NAC
Lt. Governor
State of New York

Presenter:
Dr. Isabel Sawhill
Director, Employment and Labor Policy
The Urban Institute
Washington, D.C.

Reactors:
Gloria Johnson
Director, Education and Women's Activities
International Union of Electrical Radio and Machine Workers, AFL-CIO

R. Morton Darrow
Vice President, Public Affairs
Prudential Insurance Company
Newark, New Jersey

Voting Session Moderator:
Rashey B. Moten, NAC
Executive Director
Kansas City Catholic Charities
Kansas City, Missouri

Families: Challenges and Responsibilities

Moderator:
Dr. Betty Caldwell, NAC
Professor and Director
Center for Early Development and Education
University of Arkansas
Little Rock, Arkansas

Presenter:
Dr. David Mace
Director of Enrichment
School of Pastoral Care
North Carolina Baptist Hospital
Winston-Salem, North Carolina

Reactors:
Marlene Mitchell
Atlanta, Georgia

Senator Francis X. Kelly
State of Maryland
Timonium, Maryland

Voting Session Moderator:
Jim Guy Tucker, Chairperson
The White House Conference on Families
Little Rock, Arkansas

Families and Human Needs

Moderator:
Dr. Guadalupe Gibson, NAC
San Antonio, Texas

Presenter:
Marian Wright Edelman
Director, Children's Defense Fund
Washington, D.C.

Reactors:
Sheila Kamerman
Associate Professor
Social Policy and Social Planning
School of Social Work
Columbia, University

Connie Marshner
Director of Family Policy Division
Pro-Family Coalition
Washington, D.C.

Voting Session Moderator:
Harriette P. McAdoo, NAC
Professor
School of Social Work
Howard University
Washington, D.C.

Families and Major Institutions

Moderator:
Rashey Moten
Kansas City, Missouri

Presenter:
Congressman Paul Simon
House of Representatives
Washington, D.C.

Reactors:
Christy Hastings
Ardmore, Pennsylvania

Reverend Ron Sailor
Atlanta, Georgia

Voting Session Moderator:
Patsy Mink, NAC
National President
Americans for Democratic Action
Honolulu, Hawaii

Work Group Moderators

Paul Barlow
Arlington, Virginia

Toni Buckson
Washington, D.C.

Eugene Calderon
New York, New York

Lucia Edmonds
Washington, D.C.

Vicki Emerson
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Virgin Islands

Gwendolyn Blake
St. Thomas

Gloria Francois
St. Thomas

Mascrae Sprauze
Cruz Bay St. John

Eleanor Starr
St. Thomas

At-Large Delegates

George Bailey
White Plains, New York

Sharon Overcast
Lynchburg

Barbara S. Patrick
Midlothian

David W. Peterson
Roanoke

Cecilia G. Pincus
Hampton

Lawrence D. Pratt
Springfield

Steven Ray Primo
Roanoke

Rev. G. William Ralph
Norfolk

Robert Redfern
Lynchburg

Dorothy Lawton Roseboro
Newport News

Kathaleen M. Seymour
Salem

Louise C. Toney
Richmond

Carol M. Trotman
Suffolk

Betty Latane Walters
Richmond

Ronald A. Watson
Hampton

Vance Wilkins, Jr.
Amherst

Rev. Harriette C. Wood
Alexandria

Mary Jo Bane
Cambridge, Massachusetts

Betty Barber
Somerset, New Jersey

Judith L. Blank
Baltimore, Maryland

Rita Bloom
Atlanta, Georgia

Larry M. Bridges
Gaffney, South Carolina

Ella Mae Brayboy
Atlanta, Georgia

Anna Belle Calloway
Uniontown, Pennsylvania

Lenore Cameron
Wheaton, Maryland

Lonnie Carton
Newtonville, Massachusetts

Francis Carver
Trumansburg, New York

Jay Chunn
Chevy Chase, Maryland

Rudolph Danstedt
Washington, D.C.

Constance Clayton
Philadelphia, Pennsylvania

Rev. Monsignor Lawrence Corcoran
Washington, D.C.

R. Morton Darrow
Newark, New Jersey

Judith Dushku
Watertown, Massachusetts

Roselyn P. Epps, M.D.
Washington, D.C.

Biffie Dahl Estabrook
New York, New York

Doug Farmer
Alexandria, Virginia

Arthur Fitzgerald
Lynnfield, Massachusetts

Betty Friedan
New York, New York

Stephen Gell
Arlington, Virginia

Elsie Gibbs
New York, New York

Florence Glasser
Raleigh, North Carolina

Alfonso J. Gonzalez
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Anna Marvin Grant
Atlanta, Georgia

Karen Gubman
Fayetteville, New York

James Gunther
New York, New York

Joseph Roy Guyther, M.D.
Mechanicsville, Maryland

Meredith E. Hallowell
Alpine, New Jersey

Peggy H. Haney
New York, New York

Dorothy Height
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Frances Hooks
New York, New York

Joanne L. Horn
Newark, Delaware

Pat Langley
Washington, D.C.

Frances Lee
Baltimore, Maryland

Carolyn Boone Lewis
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Linda Lulenski
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Dr. David Mace
Winston-Salem, North Carolina

Connie Marshner
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Rev. Joan M. Martin
New York, New York

Virginia Martin
Washington, D.C.

Miguel O. Martinez
Brooklyn, New York

Joseph M. McCarthy
Washington, D.C.

Marianne McElrath
Jamestown, New York

John McManus
Falls Church, Virginia

V. Dallas Merrell
Silver Spring, Maryland

Freida Mitchell
Beaufort, South Carolina

Barbara Mosses
Columbia, South Carolina

Evelyn K. Moore
Washington, D.C.

Nancy Porter Morrill
Newton, Pennsylvania

Guestava Mullen
Albany, New York

Alice Neily
Washington, D.C.

Edward Nemera
Baltimore, Maryland

Jose Rodriquez Oliveras
Ponce, Puerto Rico

Judy Owens
Ocean, New Jersey

Edward Pitt
New York, New York

Martha Phillips
Washington, D.C.

Calvin O. Pressley
New York, New York

Jerry Regier
McLean, Virginia

Rabbi Joel Rosenshein
Brooklyn, New York

Bernice Sandler
Washington, D.C.

Felice N. Schwartz
New York, New York

Bert Seidman
Washington, D.C.

Jessica Smith
Washington, D.C.

Robert Sober
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New York, New York

Michael B. Stauffer
New York, New York

Ceilia Steele
New York, New York

Filomena Vagueiro
New Haven, Connecticut

Henrietta Villaescusa
Silver Spring, Maryland

Regina Weiss
New York, New York

Annie Woodridge
Washington, D.C.

Christopher Zachiarisdis
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Kathleen Hill Zichey
Rosemont, Pennsylvania

Frank Ziolkowski
Baltimore, Maryland

The White House Conference in Minneapolis

Unseasonably warm weather gripped Minneapolis on June 19, 1980, as the second White House Conference on Families was set to begin. And in the lobby of the Radisson Hotel, where the Conference was held, a small number of delegates were further warmed by the news that the hotel had misplaced their reservations. Fortunately, it proved to be only a short-lived problem. The room situation was quickly straightened out, paving the way for an energetic two and a half days that would see broad consensus on many proposals affecting family life and close votes on a definition of families and abortion issues.

The Minneapolis Conference—attended by some 600 delegates from midwestern and southern states—benefitted by the momentum of the Baltimore Conference held only a dozen days earlier. But before it was over, the achievements of Minneapolis would stand on their own as a platform to strengthen and support American families.

> **"There was a great feeling of optimism there, a great deal was accomplished. We worked extremely hard for three solid days. It was not a picnic."**
> Alice McCarthy, Michigan Delegate

Thursday: "Help Instead of Lip Service"

Thursday afternoon, Minnesota Governor Albert H. Quie, Minneapolis Mayor Don Fraser, and St. Paul Mayor George Latimer joined WHCF Chairperson Jim Guy Tucker and Deputy Chairs Maryann Mahaffey and Guadalupe Gibson in welcoming the delegates. Rabbi Kassel Abelson of Minneapolis delivered the invocation.

Anne Wexler, assistant to the President, delivered the Conference keynote address, stressing the importance of the Conference to the nation. "The President recognized," Ms. Wexler said, "as do you, that this day is long overdue. No institution receives more lip service and less help than American families. At long last, this summer American families have come together to systematically examine how government and our other institutions help, hurt or ignore families."

In citing specific examples of the Administration's commitment

to families, Ms. Wexler cautioned that, "So much remains to be done. We must intensify our fight against inflation, poverty and joblessness ... remove the provisions which work against families in our tax code, health and social security programs ... build our programs on the strengths of families ... root out discrimination based on race, sex, religion and age ... and fundamentally we must examine how our society and our government helps or hurts families."

The United States, she explained, brings unique strengths to such a discussion. "In America, we start from a strong base. No other country in the world has the freedom, the strength or the moral tradition to undertake this kind of examination with the open involvement of so much of its citizenry," Ms. Wexler said. "But, working together with respect for different views and traditions, we can help make our country an even better place to raise a family."

With that charge, the delegates began addressing the challenge of producing an action agenda for families. They spent Thursday and Friday in the four topic sessions and twenty workgroups, debating and discussing, proposing and refining the recommendations which would come to a vote on the final day.

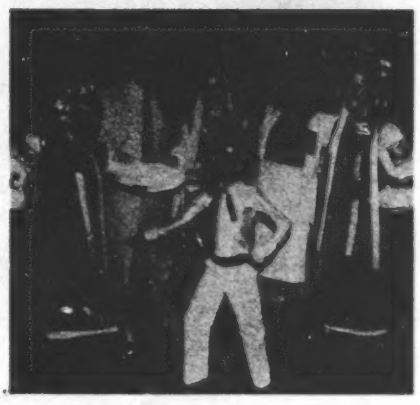
Anne Wexler, Assistant to the President.

Friday: "Let's Be Friends"

At noon on Friday, the delegates heard a moving address by luncheon speaker Ossie Davis, the noted actor, producer and writer. Davis mixed humor and insight with his inspirational reading of the poetry of Langston Hughes. The actor cautioned his audience against taking themselves too seriously: "Now I know you've been going at it hot and heavy here in Minneapolis," Davis said, "but remember, families were here long before you came here, and they're going to be around long after we go home. So let's be friends."

Another Conference highlight came Friday evening when delegates took time out from intense debate and late night caucuses to celebrate families at a unique cultural event. The Crystal Court, in the towering IDS Center, the symbol of downtown rejuvenation in Minneapolis glowed with light and song as 14 ethnic groups ranging from the El Ballet Folklorico de Minnesota to the Ukrainian Dance Company put on a spectacular performance for delegates on several stages. As their finale, all 177 artists joined in singing "He's Got the Whole World in His Hands." This stunning event was sponsored by the National Endowment for the Arts, the Minnesota Arts Commission, and General Mills.

Ossie Davis



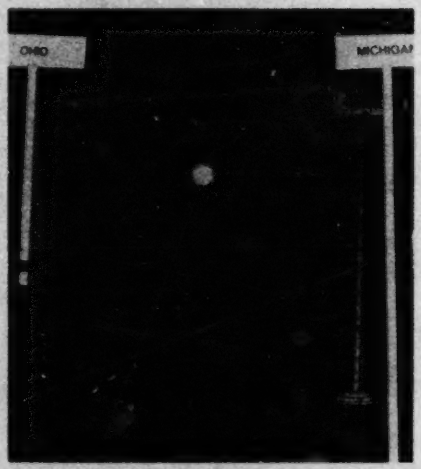
Saturday: "Impact on Families Top Issue"

The plenary voting session Saturday morning went smoothly despite a small protest. A group of about 90 delegates representing anti-abortion and essentially conservative constituencies, left the voting session to caucus, claiming the Conference included too few elected delegates and that the proceedings had not reflected their views. After caucusing for less than an hour, these delegates rejoined the other 450 delegates to vote on the recommendations developed in the workgroups.

Voting results in Minneapolis demonstrated that delegates had overcome their conflicts and had found agreement on a broad range of proposals. Leading the list of approved recommendations was concern for the negative effect of public policies on families and the recommendation that all "laws and regulations be analyzed in terms of their impact on families." This recommendation passed 530-28.

Rounding out the top ten recommendations were:

2. Support of basic social policies that assure equity and social justice for all individuals regardless of race, sex, age, handicap, religions, and cultural traditions and values.
3. Preventive programs through government and community sources to combat drug and alcohol abuse.
4. Development by the television industry of a rating system, including information on violence, crime and sexuality, with the assistance of a citizens' committee, to indicate program suitability for family viewing.
5. Alcohol abuse prevention supported by a 2% alcoholic beverage sales tax for treatment and prevention programs, raising the legal drinking age to 21, and warning labels on alcohol beverage containers.
6. A range of support services for families with disabled members.
7. Implementation of housing programs to provide improved shelter for older Americans living in rural America.
8. Improved services for older Americans, including adequate home, hospice, respite, health and day care.
9. To aid the handicapped, full funding and complete implementation of the Education for all Handicapped Children Act, the Rehabilitation Act and its amendments, and federal legislation concerning independent living centers and other housing options.
10. FCC licensing policy requiring station and community assessment of "impact on the moral standards and values of the families in its viewing area" prior to license issuance.



The next five recommendations called for parental involvement in education, an increase of the current deduction for child care expenses, public education programs to foster awareness of the handicapped and their problems, and an adequate living standard for older Americans. All these issues passed by overwhelming margins.

The Conference was more evenly divided on a few issues. Two recommendations to define the family as "two or more persons related by blood, heterosexual marriage, adoption or extended families," were passed and proved to be the only family definition measures approved during the three White House Conferences. A "Human Life Amendment" to outlaw abortion was narrowly defeated.

> **"Most pleasing to me were the recommendations that passed concerning farms and rural people. The vast majority of the delegates were urban people and yet I felt a real understanding and sympathy relating to rural problems."**
> Linda Nelson

Building Consensus

At a news briefing following the Conference, Jim Guy Tucker attempted to put the meeting into perspective. "As we saw in Baltimore two weeks ago, Americans are telling us that they share deep and common concerns about the future of their families," he said. "They're worried about the same things, about economics, taking care of older family members, getting leave from their jobs when it's needed to take care of a sick child, about addiction to drugs and alcohol."

Tucker described two sets of issues emerging from the Conferences. "On the one hand," he said, "people agree on a broad range of basic concerns — the workplace, child care, employment, substance abuse, government insensitivity and many other concerns which cut across philosophical and political lines. On the other hand, on issues like abortion, they're deeply divided and probably never will agree." After Minneapolis, it was clear that the Conference was reaching broad agreement on the first set of issues and overcoming the tensions produced by the more emotional and polarizing concerns.

Minneapolis Conference Contributors

Plenary Session Participants

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Minneapolis, Minnesota

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Minneapolis, Minnesota

Ossie Davis
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Mayor, Minneapolis, Minnesota

Guadalupe Gibson, Deputy Chair, WHCF
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Archdiocese of Minneapolis-St. Paul
St. Paul, Minnesota

George Latimore
Mayor, St. Paul, Minnesota

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Governor of Minnesota
St. Paul, Minnesota

Jim Guy Tucker, Chair, WHCF
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Assistant to the President
The White House
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Topic Session Participants

Families and Economic Well-Being

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United Commercial and Food Workers International Union
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Richard Connor
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Control Data Corporation
Minneapolis, Minnesota

Voting Session Moderator:
Rashey Moten
Kansas City, Missouri

Families: Challenges and Responsibilities

Moderator:
Harry Hollis, Jr., NAC
Director, Family and Special Moral Concerns
Christian Life Commission
Southern Baptist Convention
Nashville, Tennessee

Presenter:
Kinsey Green
President, American Home Economics Association
Washington, D.C.

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First Lady/State of Tennessee
Nashville, Tennessee

Patricia Bellanger
Walkes, Minnesota

Voting Session Moderator:
Harriette P. McAdoo
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Families and Human Needs

Moderators:
Robert Rice, NAC
Director of Policy Analysis & Development
Family Service Association of America
Parkridge, New Jersey

Presenter:
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Columbia University

Reactors:
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Morton, Illinois

Howard Brabson
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National Association of Black Social Workers
Ann Arbor, Michigan

Voting Session Moderator:
Paul Parks
Boston, Massachusetts

Families and Major Institutions

Moderator:
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Presenter:
Father Geno Baroni
Assistant Secretary for Neighborhoods & Voluntary Organizations
Department of Housing and Urban Development
Washington, D.C.

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Farrady, Louisiana

Judge Betty Barteau
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George Reynolds
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Patsy Costello
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Larry Harris
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Helen Watkins
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Parliamentarians

John Anderson
North St. Paul, Minnesota

Budd Appleton
St. Paul, Minnesota

Virginia Berg
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Pat Burns
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Joan Kastner
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Ray Lemke
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Ralph Miller
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Gladys Morton
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Minneapolis Conference Delegates

Delegates

Arkansas

Judith Burgess
Paragould

Linda B. Clark
Hope

Dan Crary
Little Rock

Roylee Curry
Springdale

Ross Devers
Mountainburg

Willie D. Hamilton
Little Rock

Chuck Hanson
West Memphis

Richard T. Hill
Little Rock

Marilyn Kreitling
Searcy

Pat G. Lile
Pine Bluff

Dorothy W. Nayles
Little Rock

Mary Riley
El Dorado

Roy Rood
El Dorado

George T. Schroeder
Little Rock

Orman W. Simmons
Little Rock

Elizabeth Taylor
Little Rock

W. C. Tims
Magnolia

Carl Wade
Van Nuren

Betty Wixson
Fisher

Illinois

Shelley D. Andreas
Decatur

Roger Arnhok
Moline

Ellen Benjamin
Chicago

Rose Mary Bombela
Chicago

Geraldine R. Bowie
Carbondale

Bonnie Bowlby
Decatur

Barbara Bowman
Chicago

Dianne Shiner Breznau
Metropolis

Ronald Brija
Brookfield

Joanne L. Broadbent
Champaign

Forestine Bell Brooks
Chicago

Agnes Brummer
Dieterich

Daniel T. Caraher
Glenview

Kevin P. Connelly
Glen Ellyn

Diana Cardon
Great Lakes

Leanora T. Cartright
Chicago

Susan Catonia
Chicago

Harriet H. Cockshoot
Chicago

G. Virginia Conlee
Springfield

Robert R. Cordner
Rantoul

Maria Crawford
Chicago

Jose A. Cuevas
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Ann Culhane
Park Ridge

Margaret L. Cullinan
Peoria

Theresa Faith Cumming
Springfield

Lindsay E. Curtis
Springfield

Joyce J. Dinsmore
Hindsdale

Teford A. Gillett
Naperville

Rosalie V. Glover
Peoria

Versa Gollan
Downers Grove

Dorothy E. Green
Chicago

Dolores Gruss
Lombard

Timothy E. Hall
Canton

Robert R. Hartman
Jacksonville

Shirley Henderson
Bloomington

Josephine E. Holzer
Barrington

Lana L. Hosteter
Springfield

Steve Hunes
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Rockford

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Elgin

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Lemont

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Edward M. Levine
Evanston

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Christopher Manion
Rockford

Curba L. Merrill
Chicago

Pricilla Metoyer
Chicago

Edith Roy Moore
East St. Louis

Francis Michael Moynihan
Chicago

Judy Mueller
Springfield

Paul Mueller
Springfield

Hugo H. Muriel
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Ingeborg Nimrod
Glen View

Janet Otwell
Evanston

Yoji Ozaki
Chicago

Joseph J. Pancrazio
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Chicago

Ann Quisenberry
Evanston

Claudia Richardson
Charleston

Ann Rohlen
Chicago

James H. Rupp
Decatur

Rafael San Juan
Chicago

Claire Sankey
Chicago

Joan Solms
Oak Park

K. Michael Steryous
Rockford

Rosemary Thomson
Morton

Carol A. Trumpe
Edwards

Muriel Tuteur
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Nellie G. Welch
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Velma J. Wilson
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Davenport

Helen McDonald
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Susan Mickelsen
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Mary E. Robinson
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Remsen

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L. Douglas Waggoner
Waterloo

Janet F. Walden
Algona

Loretta A Wedmeyer
Atlantic

Levi Willits
Union

Kentucky

Sandra Bailey
Mayking

Cindy A. Benassi
Frankfort

Bob Brown
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Jeffrey Lee Carver
Fountain Run

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Sue Bandy Clay
Danville

Louise A. Duff
Jamestown

Pat Earles
Paducah

Robert Fetsch
Lexington

Ranelle Funk
Louisville

Linda Gayheart
Hazard

Gloria Ann Green
Louisville

Phyllis Green
Mayfield

Chester Grundy
Lexington

Tristan C. N. Jimenez
Florence

Dan Kelly
Louisville

Margie Montgomery
Louisville

Betty Jayne Morgan
Fort Knox

Virginia Nester
Frankfort

Col Owens
Lexington

Jane Peak
Louisville

William B. Rogers
Paris

Marcia Roth
Louisville

Barbara Sanford
Louisville

Ann Schmitt
Louisville

Kathy Thornburg
Lexington

Bertha Thurman
Frankfort

Glenda P. Wade
Madisonville

Louisiana

Mary Catherine Allen
Lafayette

Hazel E. Arp
Oakdale

Mary K. Battaglia
Houma

Claire Benedict
Shreveport

Henry J. Bugler
New Orleans

Fran Bussie
Baton Rouge

William K. Caraway, Sr.
Crowley

Gail Cox
Denham Springs

Mrs. Arthur Felt, Jr.
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Diane Gaudin
Convent

W. Joe Hacker, Jr.
Monroe

Patricia B. Higginbotham
Gonzales

Edith A. Hoffpauir
Lake Charles

Mary Jones
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Ann Keith
Lake Charles

Omer F. Kuebel, Jr.
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Robert Lee, Jr.
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Sandra McDade
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Nancy Pickett
Luling

Kay Reiboldt
Shreveport

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Jefferson

Dan Richey
Fe riday

Jun. Martin Rudd
Baton Rouge

Sallie Coco Smith
Lafayette

Thetus Tenney
Tioga

Laura Thompson
Lake Providence

James L. Womack
Winnfield

Marilyn Zionts
Shreveport

Michigan

Henry Alting
Ypsilanti

John B. Ashby
Marquette

Vaughn R. Augst
Mattawan

Richard L. Beechnau
Gaylord

Gary P. Bergel
Kalamazoo

Charles A. Burkholder
Grand Rapids

Laura Carter Callow
Livonia

Virgil H. Carr
Detroit

James P. Conway
Mt. Pleasant

Marion Dalton
Bloomfield Hills

Genoveva De la Isla
Detroit

Doretta Dise
Bloomfield Hills

Kathleen Fojtik
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Barbara B. Gattorn
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Marleen S. Greeson
Almont

Erma Henderson
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Madalene Hester
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Lauri Holmes
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Robert Jewell
Flint

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Charleen Knight
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Alvin Kushner
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Maryann Mahaffey
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Lowe Malmsten
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Juan Marinez
Okemos

Gary Matthews
Kalamazoo

Beverly McAninch
Plymouth

Alice McCarthy
Birmingham

James W. McHutchion
Farmington Hills

Ryley J. Meagher
Webberville

Bruce Meyer
Lansing

Patricia L. Micklow
Marquette

William C. Oliver
Beckley

William A. Owen
Davidson

Lorma R. Pointer
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Dorene Radke
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Anita Ringo
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Les Roberts
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Lavone Sheffield
Detroit

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Warren

Gerald K. Smith
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Judith D. Smith
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Shirley A. Smith
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Sue M. Smock
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Joanne Snell
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George Snider
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Dennis A. Taplin
Paw Paw

Walter Thompson
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Ilene Tomber
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Linda Uhler
Grawn

Betty J. Van Andel
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Cora Visscher
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Joan Walker
East Lansing

Denis D. Walterreit
Grosse Ile

Leona M. Washburn
Paw Paw

Nathaniel White
Kalamazoo

Minnesota

Kassel Abelson
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Rita Arendt
Mazeppa

James Baskfield
Excelsior

Ted Bowman
St. Paul

Henry Chavez
St. Cloud

Mike Fairbourne
Wayzata

Linda C. Flies
Burnsville

Alfreda Garibaldi
Minneapolis

Vi Grooms
Cohasset

Sharon Hardy
Golden Valley

Dean Honetschlager
Marine On St. Croix

Doris Huspeni
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Fred Isham
Nett Lake Reservation

Glenice Johnson
Crookston

Mahmoude El Kati
St. Paul

Peg Kientzle
Brainerd

Pauline Knight
Winona

Stella Lundquist
West St. Paul

Tong Nguyen
St. Paul

Wayne Olhoft
Herman

Theresa Olson
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Ronald Pitzer
St. Paul

Elaine Ploog
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Marilyn Proulx
Moorhead

Allen Quist
St. Peter

Ron Reed
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Marcia Yugend
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J. S. Hancock
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Edna Harbour
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Mrs. Gary Harrison
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Silvia Jackson
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J. P. Mills
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Ivy Ray Moffett
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Eddie Moore
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Florissant

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Donald Lynn Gallion
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William J. Gerhardt
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Pat Givens
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Winnie Hamilton
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Ada

Lou Ann Harrold
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Willi Barrow
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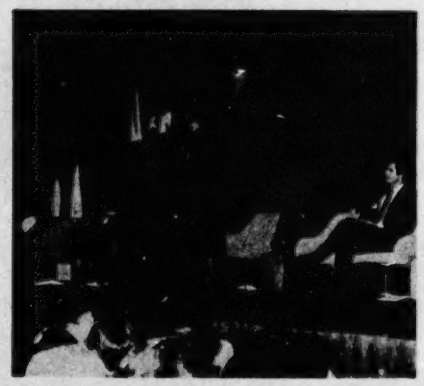
The White House Conference in

Los Angeles

A stirring keynote address by Health and Human Services Secretary Patricia Roberts Harris, a national news-making announcement on rental housing restrictions, and a third set of proposals to strengthen American families were among the highlights of the third and final White House Conference on Families, held in Los Angeles, July 10-12, 1980.

For many, the first event of the Conference actually took place before the meeting had been called to order. The occasion was a special mass, march and fiesta celebrating families, attended by some 2,000 persons on Olvera Street, the city's oldest and most historic area. Organized by the United Neighborhoods Organization, the Los Angeles-based Hispanic community group, the events were a powerful reminder that even with the stresses of the modern world, our families remain a great source of strength and hope.

Appropriately enough, with the world's film capital only a few miles up the freeway, there was also a touch of Hollywood. Some 300 early delegates arriving on Thursday morning at the Los Angeles Hilton, were treated to the premiere showing of "My Bodyguard," a highly rated family film produced by 20th Century Fox. The film, starring Ruth Gordon and Chris Makepeace, drew rave reviews from the delegates.



HHS Secretary Patricia Roberts Harris keynotes Los Angeles White House Conference.

Thursday: "Speak for all Americans"

After an invocation by Rabbi Leonard Beerman and greetings from Los Angeles Mayor Tom Bradley, more than 500 delegates heard Secretary Harris urge them to be constructively critical of government family policy. "Ask whether government policies related to the interest of families are effective... whether they are coherent... and whether the federal government commits the resources which are both needed and available to solving our problems."

"Furthermore," she added, "you must ask if the nation, through its government, has established policies toward families which are

> **"The followers of Phyllis Schlafly and Betty Friedan are finally lining up on the same side of a few issues, which should make their targets, including the television industry, very nervous. The forum for this miracle is the White House Conference on Families and the goal is to develop policies for improving the lot of American families today."**
> *Elk Grove (Ill.) Herald*

designed to retain what one author has called the 'human center,' a concern above all else for the well-being of people." Secretary Harris urged the delegates to help define what unites us as a nation. "You must speak not just for yourselves, but for all Americans, transcending personal concerns in order to act on the nation's behalf."

Secretary Harris expressed particular concern for the plight of low-income Americans when she stated, "If we are to give families the support they deserve and need — if we as a nation are to give families the high priority we say is appropriate — then we must attend to an unfinished agenda, especially in health, in support of poor families, and in our fundamental commitment to the creation of a more humane society in which families not only survive, but flourish."

The "unfinished agenda" for American families cited by Secretary Harris was to be confronted by the Los Angeles delegates with dedication and enthusiasm. It was a lively Conference, with a variety of caucuses and a host of different viewpoints. But operating under time pressures already familiar to WHCF staff and observers, the delegates from the western states and territories ultimately approved an innovative range of recommendations consistent with those produced in Minneapolis and Baltimore.

"A Deeper Understanding"

Actor Ed Asner

Delegates spent Thursday and Friday developing, discussing and debating recommendations in 20 workgroups and four topic sessions. On Thursday evening, Conference participants gathered in the hotel's main ballroom to hear from actor Ed Asner, star of CBS-TV's "the Lou Grant Show." Asner, one of Hollywood's leading volunteers in public service, brought laughter from the group with anecdotes about show business, then touched on a serious side of the Conference.

"You may well find yourself finishing your three days here with a deeper understanding of each other — with a new respect and even affection for your fellow delegates," he told the group. "For while this Conference may be many things to many people, it is most certainly a forum for understanding and sharing, for reaching consensus on those problems where, if we speak as one voice, we can make a difference."

Of all the news that emerged from the three Conferences, none was more nationally significant than the Department of Housing and Urban Development's study on rental housing restrictions for families with children. Announced at a WHCF news briefing Friday by HUD Deputy Assistant Secretary Elizabeth A. Roistacher, the study revealed that 26 percent of the nation's rental housing units are in buildings which ban families with children.

The report was the first nationwide survey of renters and apartment managers. "Of particular significance," Dr. Roistacher told reporters, "is the fact that this practice is on the increase. Our survey shows that in 1974, 17 percent of the rental units were in buildings which had a 'no children' policy. As of 1980, the figure has increased to 26 percent."

The increase reflects two trends: a rise in the number of new buildings implementing such policies, and the adoption of "no children" policies by buildings which used to accept children, she added. Dr. Roistacher also described an accompanying report — A Study of How Restrictive Rental Practices Affect Families with Children—also funded by HUD and based on personal interviews.

"Considered together," she said, "the reports give us two perspectives on restrictive rental practices. In one, we have a numerical finding of the instances of exclusion. In the other, we learn how the problem affects the housing search and the lives of families seeking rental housing."

Before voting on recommendations Saturday morning, delegates were to be a part of two special events.

"Our luncheon speaker was Alex Haley, the author of 'Roots.' He talked about the continuation of life and family, discussing three areas — the ancestors who have gone before, the living who are presently occupying the earth, and the unborn yet to come. To me it made such sense for the continuation of the family and the human race."
Anne Leenknecht, Oregon Delegate

Friday: "A Story of Love..."

At mid-day Friday, delegates listened as luncheon speaker Alex Haley, author of "Roots," provided new insights on one of America's best-read family sagas. Haley recounted many of the struggles of Kunta Kinte, Chicken George, and in more recent times, his own father.

"America took to 'Roots' because it is essentially a story of a family that worked together to overcome great hardships," Haley said. "It is a story of struggle and tragedy, but it is also a story of love and understanding. And I believe it reflects the great strength and resilience of families." Haley concluded by urging the delegates to work hard for what they believe. "All Americans will have gained something if you can convert your energies into help for our families. Do what is in your hearts and in your minds." Haley left the stage to thunderous applause.

Alex Haley

The Hispanic roots of Los Angeles provided the setting and much of the entertainment Friday evening during the final delegate special event of the Conference: a home grown family celebration on historic Olvera Street. Following a reception and performance by a mariachi band, the delegates were entertained by a variety of other cultural and ethnic groups, including Japanese-American, Afro-American and Eastern European dance groups. Afterwards, many of the delegates shopped and ate Mexican food in the square which is the birthplace of Los Angeles. The event was sponsored by the National Endowment for the Arts, the Los Angeles Cultural Affairs Department and numerous local organizations.

Saturday: Voting Results

Saturday morning the Hilton ballroom filled early as delegates prepared to vote on the recommendations. The workgroups and topic sessions had produced more than 50 proposals. More than 100 delegates alternated at the microphones. Following a brief protest of 50 delegates out of the nearly 600 present who marched to the stage to tear up one of their four ballots, the voting began in earnest.

The results showed that education, aid to the disabled and tax reform dominated the top 15 proposals receiving huge margins of "yes" votes.

Topping the list was a call for a "partnership between parents and schools to insure quality education for each student," which passed 479-27. The remaining top 14, by rank, were:

2. A proposal to enforce existing laws supporting the disabled and to eliminate social, economic and political oppression against all ages in employment, transportation, education, housing and health services.
3. The encouragement of public and private agencies and the media to "promote awareness and understanding of disabled persons and their families."
4. In the interest of developing policies to "help rather than hurt families," analyze laws and regulations in terms of their impact on families.
5. Development of a full range of government programs responsive to the needs of the handicapped.
6. The promotion of community education "as a resource for families to help themselves and each other within their community."
7. Congressional investigation of the pornographic industry and enforcement of existing legislation.
8. FCC license and program criteria to discourage "the glorifying of drugs and alcohol," and to foster educational programming on substance abuse, with ongoing monitoring by private and

"Pro-family" delegates prepare for brief demonstration.

public organizations.

9. Revision of state and federal inheritance taxes to enable survivors to maintain small business and family farms, and elimination of the marriage tax.
10. Tax code revision to allow married couples to file jointly or separately without penalty, tax credits for home care of the elderly or disabled, elimination of the inheritance tax for family members, and indexing of the personal income tax.
11. Efforts by business, labor and government to provide employment opportunities and maintain personnel policies compatible with a strong family life. This would include flextime, flexible leave policies for both sexes, and job sharing programs, among others.
12. Establishment by the states and territories of professionally recognized courts of family law to deal only with legal matters affecting the family, such as divorce, custody, support, etc.
13. Full government support of all child services, especially in the private sector, with tax incentives for charitable giving.
14. Support for the voluntary sector through income tax deductions for personal expenses incurred in volunteer work (such as allowed in business, industry and government) and allowing tax payers who use the standard deduction and make charitable contributions to itemize their charitable contributions.
15. State legislation establishing "court-connected conciliation and mediation as an alternative and supplement to the adversary system."

In commenting on the recommendations, Tucker said the Los Angeles Conference had supported what began to emerge almost a year ago when the WHCF conducted the first of seven national hearings across the country. "It shows the American people share the same concerns about many issues that affect their families directly and deeply," he said.

Tucker explained that families in all parts of the country had called for action regarding insensitive government policies, drug and alcohol abuse, the plight of older people shunted off to nursing homes, and many other issues.

"These are issues that bring us together," Tucker said. "These are issues we can do something about through changes in policies and programs."

And so the final White House Conference on Families had come to a close. A lot had happened in five weeks — three White House Conferences, 2000 delegates, more than 150 recommendations, dozens of caucuses, hundreds of speeches, conflict and ultimately, consensus. The Conference process, however, was far from over. There remained an important meeting of the WHCF's National Task Force in August to summarize the more than 150 recommendations, and then the critical task of working to convert them into action.

> **"Few delegates agreed on all the 57 recommendations that emerged from the hundreds of ideas considered in the 20 workshops, but most found as did their counterparts at the Baltimore and Minneapolis conferences held last month, that they agreed on broad goals that appealed to representatives of sharply divergent ideological views."**
>
> *New York Times*

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Washington, D.C.

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Washington, D.C.

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New York, New York

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Manhattan Beach, California

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Los Angeles, California

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Redlands, California

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Encino, California

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El Monte, California

Edythe Nay
Glendale, California

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Cerritos, California

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Reseda, California

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Anchorage

Bettye Davis
Anchorage

Shirley Dean
Fairbanks

Julie Knagin
Kodiak

Leslye Korvola
Fairbanks

Joyce Rivers
Anchorage

Walter Soboloff
Tenakee Springs

Susan Sullivan
Anchorage

Linda Walsh
Anchorage

Michale E. Walti
Anchorage

American Samoa

High Chief Unutoa S. Liufai
Pago Pago

Arieta F. Mulitauopele
Pago Pago

Lic Petelo,
Pago Pago

Rev. Tima Tima
Pago Pago

Alauni S. Siatu'u
Pago Pago

Tu'Uinaatu Jane Uhrle
Pago Pago

Arizona

Ronald S. Barber
Tucson

Olmedo Abeyta
Guadalupe

Vaida Black
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Betty Beckham
Kingman

Jane Candy
Tempe

Shireley L. Dawson
Golbe

Carlos Gutierrez
Phoenix

Don Jacobson
Yuma

James R. Jacobson
Yuma

Lund M. Johnson
Thatcher

Lillye Henderson Jones
Phoenix

Julia Dixie Kessler
Phoenix

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Tucson

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Tucson

Ella G. Rumley
Tucson

James E. Scoresby
Mesa

Barbara Simons
Phoenix

Doris Tyler
Winslow

Frank R. Williams
Tucson

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Seal Beach

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Santa Monica

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Altaville

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Tiburon

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El Monte

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Cerritos

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Sacramento

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Santa Barbara

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Ensino

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Huntington Beach

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El Cajon

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Walnut Creek

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Modesto

Stephen Fong
Rodeo

Linda Fox
Roseville

Catherine Fraser
San Francisco

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San Jaqinto

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Berkeley

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Costa Mesa

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Livermore

Douglas N. Gericke
Highland

Julia D. Gertler
Tarzana

Arlene Sicade Gilbert
El Monte

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Gardena

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Carpinteria

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Beverly Hills

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Mariposa

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Long Beach

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Fair Oaks

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Westlake Village

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Parris

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Oakland

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Oakland

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Chula Vista

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Los Angeles

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Los Angeles

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Modesto

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Simi Valley

Helen A. Mendes
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Peggy Menginser
Modesto

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Vacaville

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Livermore

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Gardena

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Concord

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Orange

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Oakland

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Fresno

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Brawley

Robert Schmidt
Reedley

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San Francisco

Fern Seizer
Beverly Hills

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Lynnwood

Patricia Squires Siegel
San Francisco

Lillian Silberstein
San Jose

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San Francisco

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Sacramento

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Woodland

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Buena Park

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Carmichael

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San Diego

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San Jose

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Los Angeles

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Oakland

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Banning

Ce Ce Weeks
Berkeley

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Whittier

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Sacramento

Sharon Yarian
Sacramento

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San Diego

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Evergreen

James Brophy
Yuma

Carol Decicco
Craig

Linda Eichengreen
Colorado Springs

Mary Ann Guillot
Denver

Juanita Herrera
Denver

Ann Kerwin
Denver

Raymond Leidig, MD
Denver

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Fort Collins

Frances McConnell
Monte Vista

Charles Mowrey
Denver

Ed Okazaki
Littleton

Donna Phelps
Parlin

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Loveland

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Durango

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Arvaca

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Denver

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Ignacio

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Denver

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Agana

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GMF

Constance Gerhold
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Agana

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Honolulu

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Honolulu

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Daniel Park, Jr.
Honolulu

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Honolulu

Barbara J. Tanabe
Honolulu

Michael C. Tuland
Hild

Idaho

Joan Chase
Lewiston

Kathy Corn
Boise

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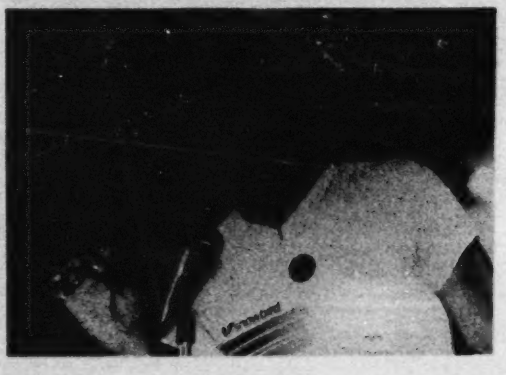

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Burley

Sylvia Hunt
Caldwell

Dorala Jenkins
St. Anthony

Lela Ligens
Pocatello

Roger Madsen
Boise

Larry Plott
Pocatello

Eileen Smith
Boise

Dorald Stoltz
Coeurdealane

Ed Van Dusen
Eagle

Margaret Vincent
Filer

Kansas

John Bosio
Overland Park

E. L. Broadnax
Topeka

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Colby

Deltha Colvin
Wichita

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Wichita

Connie Dawson
Wichita

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Garden City

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Topeka

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Kansas City

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Salina

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Topeka

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Topeka

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Manhattan

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Shawnee

Montana

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Missoula

Colleen Cohn
Helena

Donna Kay Danz
Bigfork

John R. Downs
Helena

Mae Nan Ellingson
Missoula

Alice Elliott
Billings

John Frankino
Helena

Carolyn R. Galinkin
Bozeman

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Billings

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Helena

Ingolf Kronstad
Great Falls

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Medicine Lake

Michele Robinson
Butte

Nebraska

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Auburn

Gayle Bradley
Grand Island

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North Platte

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Omaha

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Lincoln

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Niobrara

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Omaha

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Scottsbluff

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Lincoln

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Broken Bow

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Sparks

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Carson City

Karen Hayes
Las Vegas

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Sparks

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Shiprock

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Santa Fe

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Santa Fe

Charlotte Goodwin
Albuquerque

Andres S, Hernandez
Santa Rosa

Alice King
Santa Fe

Joy Malry
Albuquerque

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Bayard

Cecilia Rosales
Gallup

Idell Savisky
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Roswell

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Sawyer

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Braddock

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Bismarck

Leona Palnaude
Belocurt

Jeannette Radig
Bismarck

Glenda Sanford
Fargo

Arlene L. Schultz
Arnegard

Zoe Smith
Bismarck

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Devils Lake

Oklahoma

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Tulsa

Beverly Crabtree
Stillwater

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Tulsa

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Muskogee

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Oklahoma City

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Tulsa

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Edmond

Margery Green Clough
Irrigon

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Grants Pass, Josephine

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Astoria

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Salem

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Gresham

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Gladstone

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Portland

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Salem

Jeff Stevens
Portland

Peter Jan Vennewitz
Portland

Prosanna Williams
Warm Springs

South Dakota

Matilda Black Bear
Vermillion

Katherine De Mersseman
Rapid City

Dorothy Gill
Sisseton

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Milbank

Deb Hofer
Aberdeen

Arlinda McCumber
Brookings

Donald L. Meyer
Redfield

Senator Doris Miner
Gregory

Ralph Nauman
Mitchell

Maurice Olson
Waubay

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Pierre

John Shaeffer
Flandreau

Kitty Werthman
Pierre

Texas

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Temple

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El Paso

H. Bruce Ayars
Bedford

Margaret Baillargeon
Dallas

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Houston

Maisie Birkelbach
Littlefield

Marilyn Black
Houston

Reba Boyd
Abilene

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Houston

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San Antonio

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Arlington

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Lubbock

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El Paso

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Dallas

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Dallas

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Big Spring

Myrtle Fonteno
Houston

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Lubbock

Marguerite Foulk
Beaumont

Adrian Rhea Fowler
Austin

Mel Gabler
Longview

Alicia Gallegos-Abraca
Corpus Christi

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Houston

Wayne Grant
El Paso

Nadine Gregg
Amarillo

Kamilah Hakeem
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Joann Hall
Jasper

rula Harvey
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Conroe

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Dripping Springs

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Joy James
Fort Worth

Donald Mack Johnson
Humble

Jennie C. Kitching
College Station

Elaine Kolodziej
Floresville

Roger D. Lafollette
Houston

Carol Lehnert
Victoria

Wyatt W. Lipscomb
Dallas

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Lubbock

Charles Lott
Azle

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Waco

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Midland

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Port Arthur

Burt Mires
Orange

Rene Moquin
Fort Worth

Colleen Parro
Dallas

Janet Patterson
Dallas

Virginia M. Perez
Laredo

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Raymondville

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Galveston

Suzanne Reynolds
Houston

Pam B. Reznick
Austin

James K. Ribbeck
Houston

Elizabeth Rohn
Kerrville

Mary Jane Ruhl
Houston

Kurt Schuler
El Paso

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Austin

Eleanor Paulette Standefer
Dallas

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Corpus Christi

Virginia Steenson
Richardson

Molly Stewart
Dallas

Myrtle M. Tarver
Beaumont

Majorie Tenison
Dallas

Florence E. Thymes
Austin

Julia I. Velez
San Antonio

Margerie Walter
McAllen

Proxie Warminski
Dallas

Mary Ann Watts
Woodsboro

Lois C. White
San Antonio

George Willeford, MD
Austin

Mary Jo Granacher
Woodhouse
Corpus Christi

La Neil Wright
Dallas

Marcelino Ybarra
San Juan

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Enid Mackay
Ma Joro Atoll

Augustine H. Moses
Saipan, CM

Resio S. Moses
Saipan, CM

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Palau Western Caroline Island

Doro Weital
Kolonia, Ponope

Utah

Sharon Ernst
American Forks

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Salt Lake City

Glen Jenson
Logan

Philip Kunz
Provo

Ester Landa
Salt Lake City

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Salt Lake City

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Salt Lake City

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Salt Lake City

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Hooper

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Bountyful

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Bellevue

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Renton

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Omak

Charles Hart
Seattle

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Redmond

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Spokane

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Seattle

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Longview

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Seattle

Kay Regan
Seattle

Alice Richards
Bellingham

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Seattle

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Sunnyside

Yuri Takahashi
Seattle

John Weber
Olympia

Bunny Wilburn
Seattle

Judy Eng Woo
Seattle

Wyoming

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Mt. View

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Cheyenne

Betty Lantz
Laramie

Everett Lantz
Laramie

Darren Lynde
Gillette

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Douglas

Audrey Ruth Oates
Laramie

Leona St. Clair
Ft. Washakie

Mary Kay Turner
Moose

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New York, New York

Josefina Artlaga
Seattle, Washington

Carolyn Attneave
Seattle, Washington

Ramona Bennett
Tacoma, Washington

Walter P. Blass
Warren, New Jersey

Charles Blatcher
Oakland, California

Venette Bright
San Bernardino, California

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Los Angeles, California

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New York, New York

Mary A. Brown
Mountlake Terrace,
Washington

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San Antonio, Texas

Virginia H. Cain
Reno, Nevada

Jan Chin
San Francisco, California

Phyllis Colaianni
San Diego, California

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Austin, Texas

Fred Cordova
Seattle, Washington

Cynthia Cornell
Bellingham, Washington

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Phoenix, Arizona

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Washington, D.C.

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Ismael Dieppa
Tempe, Arizona

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Meyer Elkin
Beverly Hills, California

Betty Emondson
Yakima, Washington

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Bozeman, Montana

Rev. Willie B. Finney
Lincoln, Nebraska

Tim G. Flores
Denver, Colorado

Jane C. Freeman
Ardsley on Hudson,
New York

Christine Fuentes
Pasadena, California

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Lillian Lopez Grant
Tucson, Arizona

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Las Cruces, New Mexico

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Olympia, Washington

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Sacramento, California

Thomas Harris
San Francisco, California

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Denver, Colorado

Tony Henry
San Diego, California

Maura Hernandez
Los Angeles, California

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Kansas City, Kansas

Inez Jeffery
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Regina Kulyt
Chicago, Illinois

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La Mirada, California

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Phoenix, Arizona

Jovita F. Lopez
San Antonio, Texas

Ester Lujan
Sacramento, California

Christopher Magnus
East Lansing, Michigan

Arba L. Malone
El Paso, Texas

Leslie Martin
Santa Monica, California

Yolanda Martinez
Seattle, Washington

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Long Beach, California

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Culver City, California

Rowena Moore
Omaha, Nebraska

Patricia Morisey
New York, New York

Marie Oser
Houston, Texas

Jenny Lind Porter
Austin, Texas

Hal Pufall
Minot, North Dakota

John Redhorse
Tempe, Arizona

Joan Rich
Atascadero, California

Madison Richardson
Los Angeles, California

Bruce Riamiller
Dallas, Texas

Howard Robinson
Hacienda Heights, California

Gloria Rodriguez
San Antonio, Texas

Edmundo J. Ruiz
Laredo, Texas

Lyla A. Safely
Jamestown, North Dakota

Steve Scanlin
Caldwell, Idaho

Marilyn M. Schaefer
Coronado, California

Sandy Serrano Sewell
Pasadena, California

Toni Smartt
Missoula, Montana

Alice Smith
Logan, Utah

Virginia Sparling
Bellevue, Washington

Joyce M. Stone
Westport, Connecticut

Kay Sutherland
Austin, Texas

Mary Ellen Swanton
Honolulu, Hawaii

Harriet Trudell
Las Vegas, Nevada

Mary E. Verner
New York, New York

Jesse Villagomez
Corpus Christi, Texas

Rev. Pedro Villarroya
Los Angeles, California

Ted Ward
East Lansing, Michigan

Richard Westgard
Seattle, Washington

Priscilla Hilliard, WHCF deputy director for issues, compares notes with NAC member Norman Fenton at National Task Force meeting in August.

Sylvia Wilson
Kansas City, Kansas

Emma Yancy
Henderson, Nevada

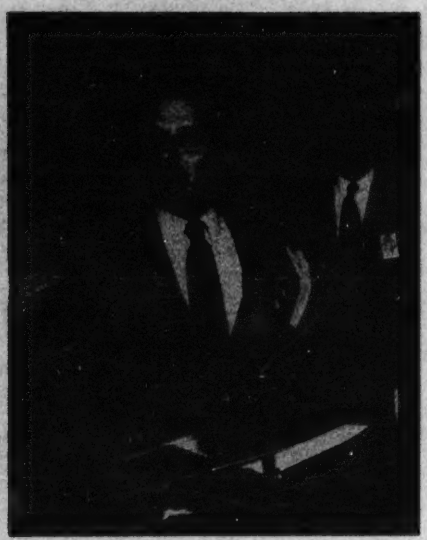
National Task Force:

Consolidating the Voices

The final working session of delegates to the White House Conference on Families took place August 19-20, 1980 when approximately 115 members of the National Task Force met in Washington, D.C. to summarize Conference recommendations and identify strategies for their implementation. The Task Force consisted of an elected representative from each of the 55 state and territorial delegations, 22 appointed delegates, and the 40 members of the National Advisory Committee. Its tasks were simple: to ensure accountability in the reporting of the Conference recommendations in the final report and to suggest strategies for implementation.

During the two-day meetings, Task Force members reviewed, consolidated, and summarized the more than 150 recommendations that had been produced at the three Conferences, being careful to maintain tone and intent. Then the Task Force discussed ways to convert the recommendations into action.

Mondale: "A Historic Charter for Reform"



The highlight of the Task Force session was Vice President Walter F. Mondale's address during a reception in the Indian Treaty Room of the Old Executive Office Building. The Vice President commended the group on its hard work and offered some personal comments on the Conference process.

"This Administration and our country is proud of the creative and effective way you've carried out the President's mandate," he told the group. "You've done so much ... national hearings ... state conferences ... a research forum ... not one but three White House Conferences ... and now this Task Force. Your Conference has revealed the high level of consensus on many issues of great importance to American families ... You have given us the basic charter for reform and improvement in America," he said. "We are going to take your advice seriously."

At the Task Force's opening meeting, WHCF Chairperson Jim Guy Tucker called the group to order and, following an invocation by Rabbi Abraham Kelman, members reviewed the purposes and

procedures in detail. Tucker emphasized that in their consolidation of the recommendations, the Task Force members could not introduce new material or alter the content of the proposals. The representatives viewed a portion of a CBS TV documentary on the Conference, one of three network shows focusing on the WHCF.

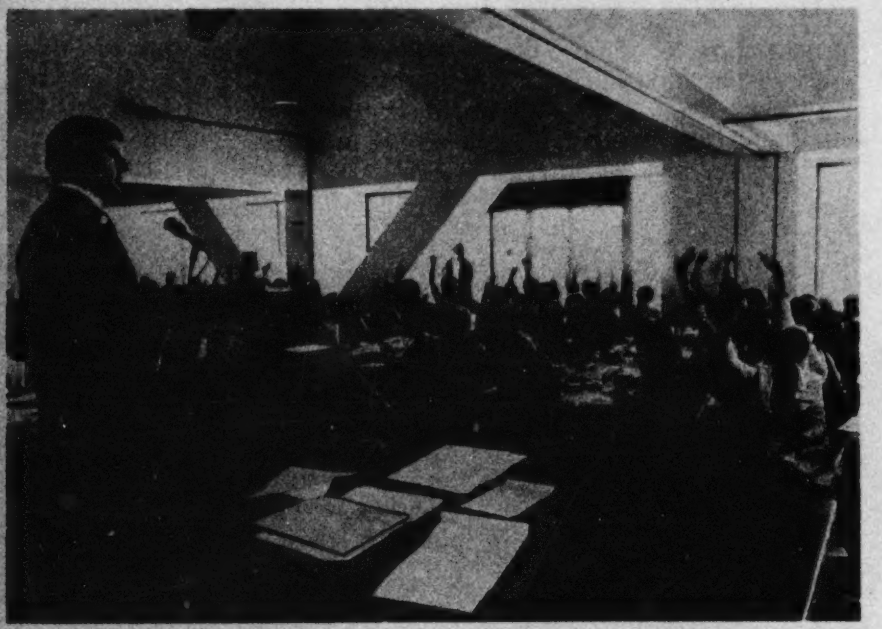
Dr. Elizabeth Roistacher, deputy assistant secretary of the Department of Housing and Urban Development, then highlighted Housing Our Families, a new HUD report dealing with the problems of families in obtaining housing. The report, based in part on a nationwide survey of renters and apartment managers, said that 26 percent of the nation's rental housing units are in buildings which ban families with children. This figure is a significant increase over a survey conducted in 1974 when only 17 percent of rental units were found to be in buildings which practiced a "no children" policy, she added.

> **"More than 100,000 people participated in state conferences this past year and helped draw up the agenda for the national meetings in three cities this month. What was on their minds was not ERA or abortion, but government insensitivity to families, the need for quality child care, the enormous stress the economy is putting on families.**
>
> Judy Mann, *Washington Post* Columnist

Summarizing the Recommendations

Task Force members had five hours to review and summarize the recommendations in four topic groups: Families and Economic Well-Being; Families: Challenges and Responsibilities; Families and Human Needs; and Families and Major Institutions.

Recommendation summary statements and comparison charts approved in the topic groups were typed overnight for distribution to the Task Force members. After delegates reviewed the materials the next morning, discussion and approval of the proposals in their final form got underway, a process that involved four intense hours



of suggested amendments and voting. The process went smoothly as the delegates sought to refine the work of each topic group. The final summaries were approved overwhelmingly. One minority report signed by 18 of the 115 delegates voiced concern over "the growth of the federal bureacracy" and expressed fears that the Conference "will be interpreted as a mandate to assume even greater power and influence."

> **"A list of consensus recommendations from the three separate meetings was issued today as a 117 member task force met here to discuss them and find ways to put them to work... The task force will lay the groundwork for implementing some of the recommendations.**
> Rochester (N.Y.) *Democrat-Chronicle*

With that detailed job completed, Tucker introduced John Calhoun, commissioner of the Adminstration of Children, Youth and Families. Calhoun stressed his support of the Conference and committed the help of his agency and its Office for Families in the implementation effort.

The delegates then met in four groups to discuss implementation strategies and return for the final plenary to report on their discussions. They began with reports on implementation and advocacy at the state level. Many state delegations and committees were already at work trying to turn WHCF proposals into new policies and directions for state programs. They discussed how state delegates and committees could become an ongoing advocacy force.

They shared plans to involve state and national organizations in the effort to implement the Conference actions through education and lobbying efforts. One representative shared the signed pledges to work for enactment of Conference proposals by hundreds of members of the Elks Auxiliary.

The Task Force discussed how to use the six months of staffed WHCF national activity. They focused their attention on communicating the results of the Conference, involving a variety of organizations, and working with leaders in government and the private sector. They also discussed how to work with the new Office for Families and insure continued access to the White House and key decision-makers. They committed themselves to the task of turning their words into real change to benefit families.

"Already Making a Difference"

Late Wednesday afternoon, Tucker thanked the Task Force for its spirit of cooperation and hard work and invited the members to a reception at the Old Executive Office Building. Following the Vice President's remarks there, Stuart Eizenstat, assistant to the President for domestic affairs, told the group that because of the WHCF, "we now have a substantive agenda—a way to move beyond rhetoric to action on families. And that agenda comes not from government bureaus or Washington interest groups, but from thousands upon thousands of people," he said.

He promised that WHCF recommendations will be given careful attention. "My staff will review all the recommendations and will report back to me on what we can do at the White House level to speed up the implementation process. We will work with the federal departments to insure that they are reviewing and considering your proposals," he promised.

Eizenstat said he had just come from a meeting with the President on his economic revitalization program. "Your efforts are already making a difference," he reported. "Some of your recommendations may be implemented before the ink is dry," he told the Task Force.

Just one week later, President Carter proposed as part of his economic revitalization program a tax deduction to minimize the marriage tax penalty — the third highest recommendation of the Conference. Implementation was off and running.

Task Force Speakers

John Calhoun
Commissioner, Adminstration for Children, Youth and Familes

Stuart Eizenstat
Assistant to the President, Domestic Affairs

Rabbi Abraham Kelman
Chairman, Committee on Family, Synagogue Council of America

Walter Mondale
Vice President of the United States

Reverend Jerry Regier
The Christian Embassy Washington, D.C.

Dr. Elizabeth Roistacher
Deputy Assistant Secretary Department of Housing and Urban Development

Jim Guy Tucker
Chair, White House Conference on Families, Little Rock, Arkansas

Presidential Assistant Stuart Eizenstat with WHCF Chairman Jim Guy Tucker and NAC member Mary Cline Detrick.

The National Task Force gathers in the Indian Treaty Room to hear from Vice President Mondale and Stuart Eizenstat, assistant to the President.

State Representatives

Mercedes Alvarado
Calle Mejico Hato Rey, Puerto Rico

Cushman Anthony
South Portland, Maine

Margaret Baillargeon
Dallas, Texas

Cindy Benassi
Frankfort, Kentucky

Gwendolyn C. Blake
St. Thomas, Virgin Islands

Barbara Bowman
Chicago, Illinois

Cilla Brown
Gladys, Virginia

Mary Burkhardt
Boston, Massachusetts

Florence Cherry
Ithaca, New York

Edward W. Collins
East Providence, Rhode Island

Mae Nan Ellingson
Missoula, Montana

Michael J. Garanzini
St. Louis, Missouri

Kate Garner
Greensboro, North Carolina

Charles Gentry
Knoxville, Tennessee

Cecile Goff
Keene, New Hampshire

Eleanor Golar-Williams
Columbia, South Carolina

Armin Grams
Burlington, Vermont

Erma Henderson
Detroit, Michigan

Verna Hill
Redman, Washington

Amy Hohl
Milwaukee, Wisconsin

Darrell E. Hopper
Southhaven, Mississippi

C. Randy Humphrey
Atlanta, Georgia

Ronald T. Jeffrey
Cheyenne, Wyoming

Glen O. Jenson
Logan, Utah

Gail Buchwalter King
Pittsburgh, Pennsylvania

Julie Knagin
Kodiak, Alaska

Stella Lundquist
W. St. Paul, Minnesota

Dorothy H. Martin
Ft. Collins, Colorado

Robert M. Matthews
Las Vegas, Nevada

John Lewis McAdoo
Columbia, Maryland

Mel McCormack
Agana, Guam

Donald L. Meyer
Redfield, South Dakota

Barbara B. Midkiff
Huntington, West Virgina

Robert J. Mitchell
Wilmington, Delaware

Trish Morris
Newark, New Jersey

Augstine H. Moses
Saipan, CM

Judith Moss
Columbus, Ohio

Charles H. Nichols
Omaha, Nebraska

Frank Orlando
Ft. Lauderdale, Florida

Howard Osofosky
Topeka, Kansas

Daniel D.B. Park, Jr.
Honolulu, Hawaii

Leona Patnaude
Belcourt, North Dakota

Cindy Rambo
Oklahoma City, Oklahoma

Dan Richey
Ferriday, Louisiana

Mary E. Robinson
Cedar Rapids, Iowa

George T. Schroeder
Little Rock, Arkansas

Kathleen Sena
Santa Fe, New Mexico

Alauni Siatu'u
Pago Pago, American Samoa

Laura Lee Simon
Westport, Connecticut

Edward Smith
Washington, D.C.

Jeff R. Stevens
Portland, Oregon

Dorald W. Stoltz
Coeur D'Alene, Idaho

Frank R. Williams
Tucson, Arizona

Laura Yanes
Sacramento, California

At-Large Delegates

Lucy Acosta
El Paso, Texas

Ramona Bennett
Tacoma, Washington

James Dobson
Arcadia, California

Vera C. Foster
Tuskegee Institute, Alabama

Bruce Harter
Tallahassee, Florida

Anna Jo Haynes
Denver, Colorado

Joanne L. Horn
Newark, Delaware

Ruth Hathaway Jewson
Minneapolis, Minnesota

Rafael San Juan
Chicago, Illinois

Abraham Kelman
Brooklyn, New York

Jennie C. Kitching
College Station, Texas

Ilene Margolin
Albany, New York

Evelyn K. Moore
Washington, D.C.

Mary Moore
Pittsburgh, Pennsylvania

Lillian Ortiz
Hartford, Connecticut

Martha Phillips
Washington, D.C.

Jerry Regier
McLean, Virginia

Rudolfo Sanchez
Washington, D.C.

Barbara Smith
Indianapolis, Indiana

Muriel Tuteur
Chicago, Illinois

Henrietta Villaescusa
Silver Spring, Maryland

Judy Eng Woo
Seattle, Washington

NAC Members

James Autry
Des Moines, Iowa

Charles D. Bannerman
Greenville, Mississippi

Jeanne Cahill
Atlanta, Georgia

Bettye McDonald Caldwell
Little Rock, Arkansas

Ramona Hawkinson Carlin
Topeka, Kansas

Gloria Chavez
Los Angeles, California

Lee Cook
Minneapolis, Minnesota

Mario M. Cuomo
Albany, New York

Mary Cline Detrick
Elgin, Illinois

Manuel Diaz, Jr.
New York, New York

Ruby Duncan
N. Las Vegas, Nevada

Norman S. Fenton
Tucson, Arizona

Karen C. Fenton
Pablo, Montana

Guadalupe Gibson
San Antonio, Texas

Robert L. Hill
Portland, Oregon

Robert B. Hill
Washington, D.C.

Harry N. Hollis, Jr.
Nashville, Tennessee

Charlotte G. Holstein
Syracuse, New York

Jesse Jackson
Chicago, Illinois

A. Sidney Johnson, III
Washington, D.C.

Michael M. Karl
St. Louis, Missouri

Coretta Scott King
Atlanta, Georgia

Judith Koberna
Cleveland, Ohio

Olga M. Madar
Detroit, Michigan

Maryann Mahaffey
Detroit, Michigan

Harriette Pipes McAdoo
Columbia, Maryland

Georgia L. McMurray
New York, New York

Patsy Mink
Honolulu, Hawaii

Rashey B. Moten
Kansas City, Missouri

Ildaura Murillo-Rohde
Seattle, Washington

Richard Neuhaus
New York, New York

Robert M. Rice
New York, New York

Donald Seibert
New York, New York

Hirsch Lazaar Silverman
West Orange, New Jersey

Ellie Smeal
Washington, D.C.

Barbara B. Smith
Salt Lake City, Utah

J. Francis Stafford
Baltimore, Maryland

Jim Guy Tucker
Little Rock, Arkansas

J.C. Turner
Washington, D.C.

Harold T. Yee
San Francisco, California

V
Appendix

Appendix A

Presidential Announcement

January 30, 1979 — In order to help stimulate a national discussion of the state of American families, I will convene a White House Conference on Families in Washington, D.C., December 9-13, 1979.

Families are both the foundation of American society and its most important institution. In a world becoming more complex every day, our families remain the most lasting influence on our lives.

I am confident that the American family is basically sound, and that we can and will adjust to the challenges of changing times. Yet American families confront growing problems. Two out of five marriages now end in divorce. One child in eight is born outside of marriage. A million young Americans now run away from home each year. In the face of these difficulties, I am encouraged by the increasing interest in the state of the family by people from all walks of life.

The main purpose of this White House Conference will be to examine the strengths of American families, the difficulties they face, and the ways in which family life is affected by public policies. The Conference will examine the important effects that the world of work, the mass media, the court system, private institutions, and other major facets of our society have on American families.

This Conference will clearly recognize the pluralism of family life in America. The widely differing regional, religious, cultural and ethnic heritages of our country affect family life and contribute to its diversity and strength. Families also differ in age and composition. There are families in which several generations live together, families with two parents or one, and families with or without children. The Conference will respect this diversity.

The work of this Conference, in conjunction with our current efforts to implement family-oriented government policies, can help strengthen and support this most vital and enduring social resource. I look forward to participating in the work of the Conference and receiving its report.

The President's Address

Appendix B

Remarks of the President to the White House Conference on Families, Baltimore Convention Center, June 5, 1980

THE PRESIDENT: Thank you, Jim Guy Tucker, Bishop Stafford, Mayor Schaeffer, Coretta King, Mario Cuomo, Guadalupe Gibson, Maryann Mahaffey and Senator Mathias and Senator Sarbanes who came over here with me, members of the National Advisory Committee and delegates to this first White House Conference on the Families.

As you probably know, I feel a deep sense of gratitude to all of you, particularly those who have helped to make successful the preparations for this first of three very important meetings. Jim Guy Tucker and John Carr and thousands of others, including some of you, have helped to make this day possible. You have literally reached out to the heart of America, and not just to the professional experts, but to hundreds of thousands of people literally who believe that a strong family is the basis for a strong America.

We've had meetings now in all the territories and in 48 of the 50 states—people have laid the groundwork for this conference and the ones that will follow in Minneapolis and in Los Angeles.

We are brought together by one thing: by our love and our concern for the families of our country. I don't know of a finer motivation and I don't know of a more important motivation. Every family is different, unique. If I ever doubt that, I have to look at my own family.

Early in 1976 when the news reporters first recognized where Plains, Georgia, was and what it was, they were interviewing my brother, Billy, at his service station and there had been some stories around town — all false, of course — that Billy was something of a character and they were trying to probe what Billy was. And he said, "Listen. I've got one sister almost 50 years old who spends every weekend on a motorcycle." He said, "I've got another sister not quite so old who's a Holy Roller preacher. I've got a mother that joined the Peace Corps when she was 63 years old." He said, "I've got a brother who thinks he's going to be President of the United States." He said, "I'm the only sane one in the whole family."

"A Strong and Loving Family"

I would guess that each one of you can tell a story about the members of your family that would show the uniqueness of the interrelationship among those who are different, but who love one another. In fact, I was very fortunate in my family. I grew up in a strong and a loving family. And I had the extra benefit of an extended family in Plains. About seven miles south of Plains is a cemetery where my wife's grandparents are buried; the first one buried there was born in 1787. About seven miles north of Plains is the Carter family cemetery, and my ancester, Wiley Carter, who is buried there, was born in 1798. We have not moved far.

And I had a community of friends who wished me well as a child, and who gave me strength, who gave me support, who gave me confidence, who gave me encouragement. And when Rosalynn and I were married almost 34 years ago, we tried to pattern our own family on the family style of our parents and our grandparents. Our deepest joys together now are when the other members of our family can join us. We have always shared the same hard work, the same pleasures, the same pains, the same successes, the same failures, the same excitement the same boredom, with each other. We have had our problems, we had our struggles, we have had our sadnesses; I have to admit that we have even had some arguments. It hasn't hurt our family. In fact, those exciting experiences, some good and some bad, have strengthened our family ties.

"United through Trial"

A very beautiful picture in microcosm of a nation: the troubles, trials, tribulations, tests, boredom, excitement, achievement, disappointment — unified through trial into a stronger nation. Every family has similar experiences with ours. I know that we were very lucky, and we still are. When we think of families ordinarily we think of brothers and sisters, and a father and a mother, with grandparents and uncles and aunts and nephews and nieces and cousins perhaps. That is a standard that has been held up by many traditions, including of course the Judeo-Christian tradition, and also by thousands of years of human experience.

"The Essence of Family Life"

But that same tradition and that same experience teaches us that there is really no such thing as a perfect family, or one that should be used as a standard for all other families. We find the essence of family life in the universal need for mutual support, for nuturing a safe haven for children and for old people, and for love; a love that doesn't always ask questions or impose qualifications on others before it is given, a kind of unselfish love.

People need that love, just as surely as people need food and shelter, and air to breathe. That love can be found, obvi-

ously, in many different circumstances. For instance, Rosalynn's was a family of sorrow: when she was 13 years old, her father died. Her mother had four little children. She worked in the school cafeteria, and she was a seamstress for the other, more prosperous ladies of the community. Later on she got a job in the post office and she kept her family together.

"To Help Struggling Families"

There were a lot of other single parent families in Plains, probably 35 or 40, out of a population of just a few dozen. I saw the struggle they had emotionally and financially to keep their family together, and to keep their family strong. And I promised myself, when I entered politics as a state senator, and later when I was Governor and running for President, to help struggling families like that have a better chance.

I also saw families, black and white, that worked hard but never quite had enough. I saw the strength that the family ties gave them as they struggled. And I saw men and women who reached the time in years when they deserved and had earned a secure retirement, but they had all too little to sustain them in those later years. I vowed to do something about those kind of families too, if I ever had a chance.

You, friends and delegates to this White House Conference on Families, we have a chance to help those kinds of families, and also at the same time to help every single family in America. To do that we must face up to the real changes in our society, changes that present both new problems and, at the same time, new opportunities.

"Still the Center of Existence"

Some of us come from a history and an ethnic background where the family is still the center of existence, where the ownership of a home and to care for one another is paramount. Others come from a less rigidly structured family environment, where there's more freedom and more movement and more mobility, where children are not wedded so deeply to their parents in their later years.

More of our people are living longer. More women, particularly more mothers, are working now outside the home. There are more single-parent households because of divorce or death. Our people are more mobile. The average person lives in a particular place now less than five years.

"Additional Burdens on Family Life"

People are uprooted. Television — that electronic version of the man who came to dinner and never went home — affects families in ways that we are only beginning to understand. Inflation and recession both put additional burdens on family life. Problems like drugs, alcohol, unwanted pregnancies, even suicide have reached down to members of a family who are younger and younger. Tragic instances of family violence remind us that the bonds of kinship don't automatically make families a place of nurturing one another. Most violent crimes against a person are committed among those who know each other and often love each other.

Some laws, some government policies, tend to disrupt family structures. It's easy to list the problems associated with a modern, fast-changing, technological world, but we must not overlook the improvements that have been made in family life since I was a child and many of you were children.

Much of the death and disease that once stalked childhood — such as polio and diptheria, typhus and typhoid — is now either conquered or greatly reduced.

More of our people are better educated than ever before.

My father didn't finish high school. Neither did his father, nor any other in our family for five or six generations back. More families have a chance to share cultural and leisure activities now then before. This was once a privilege of the few. Even 40 years ago, when I was still living on the farm, the work day was 16 or 17 or 18 hours. And with the sweatshops and the long working hours in the urban areas, there was very little time for a family to be together, because the breadwinner had to be on the job.

"More Free Today"

We have made great progress in this country against racial discrimination, sexual discrimination, age discrimination, and we are fighting to make more progress. Both men and women are more free today to fulfill their own and their family's needs in new and exciting and challenging ways. Many fathers have discovered for instance, the joys and responsibilities of being with their children more.

Family ties are based on more than blood kinship. There are also kinships of shared experience and shared dreams and shared joys and sorrows. Most of all, they are based on love, love that can span vast distances and also span the barrier between generations. Families are or should be the first place that we learn. As Jim Guy quoted me, it is the first school. We can learn how to live in harmony and helpfulness with one another, and nourish the individuality of those who live in the same home; respect one another, even though we are different.

"Learn to Care and to Nurture"

It is the first place that we learn to care and to nurture the child, and to recognize its centrality in any society — that has always been the special responsibility of the family. It is here that the motivation and the morals and goals of a life are first shaped. Habits that one carries through adulthood are quite often formed at a very early age in the family. In family life we also find roots of crime and failure, and quite often a lifetime of health problems are started at an early age within the family. They are also roots of good habits and achievements and happiness, and a pattern of whether or not we are concerned about others or just about ourselves.

I hope that we will come out of this conference with a reaffirmation of families as a fundamental building block of our society. I hope we will unite around a commitment to strengthen and not weaken families, to help and not hinder families, to lift families up and not drag them down.

Four years ago, I called for this conference because I was deeply concerned that official America has lost touch with family America — and I don't mean just government, but the private sector, the news media and all its ramifications need to be reminded of the importance of and the problems of and the opportunities of and the challenge of American families.

"A Catalyst for a New Awareness"

How many of our modern-day problems can be resolved if just a little could be done in each family to make it stronger? I want the conference to be a catalyst for a new awareness in the government which I head, and also in the state and local governments throughout the nation, of the

importance of families and the needs of families and for a period of intense reassessment of programs and policies. Where government is helpful to families, let it be strengthened. Where government is harmful to families, let it be changed. And what you recommend will be studied very carefully. No one wants government interference in our personal affairs. We don't want government in our kitchens, in our bedrooms, in our living rooms, monitoring — certainly not controlling — family life.

But we know that regardless of that commitment that government does touch our families through the tax system, public education, Social Security, health, housing, human services, transportation — government touches our families.

As a nation, we are faced with serious problems both at home and abroad and almost every one of those problems that we addressed has a direct effect on an individual family. The solution we've worked out will either strengthen or weaken those families — as I deal with inflation, as we bring down interest rates — it touches every family in this country. When we create jobs, it helps the families of this country.

When we improve education, it helps every family. Better health care: it helps every family. When we insist on equal justice under the law, or equal rights under the Constitution, for all people, we have helped the American family. And when we work for a secure nation and a peaceful world, we help the American Family.

"Creative and Compassionate Solutions"

This country is looking to you in this Conference for constructive suggestions on how our society can help, not just government, but the entire society, in all its public and private aspects, how we jointly can help American families of all kinds. I hope that you will recommend specifically things that the government can do or stop doing in order to strengthen families, but I hope you will go much deeper. Look for creative and compassionate solutions to the problems of families that have already been presented by those hundreds of thousands of Americans, and those that will be presented to you, directly or indirectly, through these three conferences, and then consider who can best carry out your recommendations, or how these recommendations can be carried out.

I hope that you will search your own hearts and minds to see what nongovernmental institutions might help with family life. Colleges, universities, other eleomosynary institutions, churches, synagogues, have already done very much. And as you know, certain denominations, or certain religious faiths, concentrate specifically on families as a major, permanent object. It will be good to remind all of the churches that if they deal with family life their ultimate goals are more likely to be realized.

I hope that we will consider not just the troubled families, but the families that are okay now and might be troubled in the future. And I think the most important thing, perhaps, for us to remember is that the members of the family themselves are the most likely ones to make the best and the right decisions about their own lives.

"A New Sensitivity"

I have no doubt we can make our country a better place to rear a family. Starting today we can help imbue our nation and its institutions with a new appreciation and a new sensitivity about families. We can build an America of stronger families, and an America where home is a place of love and stability, where children are nurtured to a responsible citizenship; where husbands and wives can share love and growth; an America where in the home basic religion and ethical values are taught to children at an early age, and where they are lived by example for the children to observe among their elders; an America where each family is a wellspring of racial and ethnic and religious understanding, where people who look differently within the community from the members of the family are embraced, not only as neighbors, but as brothers and sisters. We can build an America where parents are partners with the schools in education. We can build an America where the tasks of the family life are valued and recognized as very important work. We can build an America where employees don't have to make the horrible choice between responsibilities as workers on the one hand, and responsibilities as parents on the other.

We can build an America where the powerful forces of inevitable change in a modern life don't endanger the basic structure of family life, but strengthen the foundation of family life. And we can build an America where the policies of our national life as a family grow out of the needs of millions of individual families that make up our great nation.

"Not Just a Report on the Shelves"

I will do all I can to ensure that your work does not end just as a report on the shelves in Washington. I'd like to remind you that in the past, there have been very few White House Conferences. When there have been White House Conferences, they have almost invariably spurred this country to major and constructive change.

Your deliberations and those that will follow in Minneapolis and Los Angeles are, therefore, extremely important.

Certainly American families face difficulties and they look to us for strength and support in the 1980s. Your recommendations will be very important, but in the enthusiasm that has already gone into this event and the care with which it has been prepared, we can already see something else: We can see strength of American families.

American families have been tested. They've survived. They are strong. They are there to be strengthened further and we can see the commitment of Americans to their own families and to their national family. And we can see the love that will provide a better future for every family in our land.

Those are the things that we can see together. Those are the goals that we'll establish together, and I have no doubt that this White House Conference on Families will transform our nation into a place where the hopes and the ideals and the spirit and the commitment and the love of America will all be made stronger in the years to come.

Appendix C

Publications List White House Conference on Families

Delegate Workbooks

Families and Economic Well-Being. *80 pp.*
Issue oriented workbook providing a factual introduction and highlighting state recommendations in five specific areas: economic pressures, families and work, tax policies, income security and status of homemakers.

Families: Challenges and Responsibilities. *111 pp.*
Issue oriented workbook providing a factual introduction and highlighting state recommendations in six specific areas: preparations for marriage and family life, specific supports for families, parents and children, substance abuse, family violence and aging.

Families and Human Needs. *100 pp.*
Issue oriented workbook providing a factual introduction and highlighting state recommendations in five specific areas: education, housing, health, child care and handicapping conditions.

Families and Major Institutions. *65 pp.*
Issue oriented workbook providing a factual introduction and highlighting state recommendations in four specific areas: government, media, community institutions and the judiciary.

National Hearings Summary. *Various pagings.*

Summarizes and analyzes the results of national hearings sponsored by the WHCF in seven cities from September 1979 to January 1980

State Summaries

Summary of State Reports. *Vol. 1 150 pp.*
State conference recommendations of those states attending the Baltimore WHCF.

Summary of State Reports. *Vol. 2 147 pp.*
State conference recommendations of those states attending the Minneapolis WHCF.

Summary of State Reports. *Vol. 3 166 pp.*
State conference recommendations of those states attending the Los Angeles WHCF.

Summary of State Reports. *Addendum. 132 pp.*
State conference recommendations submitted or revised after our printing deadline.

National Organizations Issues Resource Book. *Unpaged.*
Recommendations and position papers of 150 national organizations with an interest in the WHCF and family policy questions.

Listening to America's Families. *23 pp.*
Provides an introduction to the WHCF: its origins, goals, process, issues, and key personnel. Includes a calendar of Conference activities.

Newsletters

This irregularly issued newsletter chronicles the development of the WHCF.

Vol. 1, no. 1 August 1979. Contains President Carter's July 20, 1979 remarks on the WHCF with biographical notes on the 41 presidentially appointed National Advisory Committee (NAC) members and officers. Outlines the goals set by the NAC at its first meeting and lists the state coordinators and members of the Coalition for the White House Conference on Families.

Vol. 1, no. 2 November 1979. Summarizes the hearings held in Kansas, Tennessee and Colorado, the September state coordinators meeting, the September 7th NAC meeting and the national organizations briefing of September 11th.

Vol. 1, no. 3 January 1980. Discusses the state process guidelines and requirements including delegate selection, charts scheduled activities in each state, and summarizes the issues raised during the District of Columbia, Connecticut and Michigan WHCF national hearings.

Vol. 1, no. 4 February 1980. Recapitulates state accomplishments to date and charts activities in each state. Describes the Seattle hearings, and forthcoming National Research Forum on Family Issues and activities sponsored by other Federal agencies in conjunction with the WHCF.

Vol. 1, no. 5 March 1980. Outlines key events on the WHCF spring calendar, charts final state activities, and describes the at-large delegate selection process approved by the NAC.

Vol. 1, no. 6 May 1980. Analyzes the issues raised and the delegates selected at the state conferences, summarizes the results of the April 4th NAC meeting and the National Research Forum on Family Issues.

Vol. 1, no. 7 June 1980. Describes the Baltimore WHCF agenda, the state recommendations and the results of the Gallup Organization's national survey, American Families — 1980.

Vol. 1, no. 8 June 19, 1980. Provides the full text of the Baltimore recommendations with an analysis of the voting. Excerpts the President's opening remarks and reprints news items relating to the Conference.

Vol. 1, no. 9 July 10, 1980. Reprints the full text of the Minneapolis WHCF recommendations with an analysis of the voting and samples of the press coverage.

Vol. 1, no. 10 August 1980. Reprints the full text of the Los Angeles WHCF recommendations with an analysis of the voting. Lists the top recommendations from the three Conferences and also provides press items about the Los Angeles Conference.

Above publications can be obtained by writing to:

Superintendent of Documents
The United States Government Printing Office
Washington, D.C. 20401

The following items have been published in conjunction with the White House Conference on Families:

American Families — 1980: A Summary of Findings. Princeton: Gallup Organization, 1980. 55 pp. Processed.
This public opinion survey explores American attitudes toward families and the relationship of family life to government, business, media and other major institutions, and assesses how government and other major private institutions help, hurt or ignore families.
Available from the WHCF. Unabridged edition available from American Research Corporation, P.O. Box 7849, Newport Beach, CA 92660 for $49.00 plus $2.00 handling.

Bureau of the Census. *American Families and Living Arrangements.* Washington, 1980. 18 pp.
Provides a graphic overview of selected recent family trends in marriage, fertility, divorce, living arrangements and family economics.
S/N 003-001-91517-1. $2.00. Available from GPO.

Department of Housing and Urban Development. *How Well Are We Housed? 6. Large Households.* Washington, 1980. 9 pp.
Contains statistics on large households and a profile of their tenure and the physical characteristics of their housing with analysis by race, geographical distribution and income.
S/N 023-000-0624-3. $1.50. Available from GPO.

Housing Our Families. Washington, 1980.
Reports the results of a national study on restrictive rental practices against families with children and identifies key legal issues and pending legislation on this problem. Examines HUD programs serving families with children and how these programs can be improved.
Available from HUD User, P.O. Box 280, Germantown, Maryland 20767

National Institute of Mental Health. *Families Today.* NIMH Science Mongraph no. 1. Washington, 1979.
Volume I: Contains articles on the family as an enduring unit, marriage and divorce, parents and children, and families and the outside world. 484 pp. S/N 017-000-00955-5. $6.50. Available from GPO.

Volume II: Presents articles under the broad categories of families in distress, mental illness and the family, and strengthening the family. 529 pp. S/N 017-000-00956-3. $8.00. Available from GPO.

U.S. Government Printing Office. *Families Today* Bibliography. Washington, 1980. 8 pp.
This bibliography lists publications available from the Government Printing Office on family topics.
Available free of charge from the White House Conference on Families or the Government Printing Office.

Audio-Visual Materials

An updated version of the audio-visual presentation, shown at each conference and produced by Clay Nixon, is now available as a film for use by groups working on WHCF implementation. Contact the WHCF. Also available for limited use are copies of an NBC documentary on the WHCF and other television coverage of the Conference.

Appendix D

Alternative Ranking of Recommendations:

Ranking by "Yes" votes has been included in the body of the final report and in Conference newsletters. Delegates, however, had an opportunity to vote approval or disapproval for a recommendation and to indicate the degree of intensity for their approval or disapproval. For purposes of comparison, the following tables indicate the top 20 recommendations for each Conference, taking into account intensity levels compared with "Yes" vote rankings. In order to measure intensity i.e., degree of support for or opposition to a recommendation, a four point scale was used in the count: strongly agree (4 points), moderately agree (3 points), moderately disagree (2 points) and strongly disagree (1 point). This analysis was developed by Hariette Pipes McAdoo, a member of the National Advisory Committee.

Baltimore Conference

Ranking by "YES" Vote	Recommendation Number	Ranking by Weighted Vote
1	28	3
2	32	1
3	5	2
4	8	5.5
5	15	7
6	13	5.5
7	29	10
8	33	4
9	14	8
10	30	9
11	44	11
12	47	16
13	37	14
14	3	12
15	27	18
16	11	20
17	22	13
18	46	17
19	19	19
20	31	15

Minneapolis Conference

Ranking by "YES" Vote	Recommendation Number	Ranking by Weighted Vote
1	49	1
2	56	2
3	28	3
4	51	4
5	27	5
6	44	7
7	32	6
8	30	8
9	48	10
10	53	14
11	34	9
12	43	12
13	45	13
14	31	11
15	7	19
16	29	15
17	4	21
18	5	23
19	19	17
20	21	16

Los Angeles Conference

Ranking by "YES" Vote	Recommendation Number	Ranking by Weighted Vote
1	34	1
2	46	2
3	48	4
4	50	3
5	47	5
6	35	12
7	52	5
8	29	8
9	8	9
10	9	7
11	4	6
12	58	10
13	22	9
14	55	14
15	59	15
16	13	17
17	60	11
18	57	16
19	17	18
20	61	22

Appendix E

Acknowledgements

While literally thousands of men and women made significant contributions to the WHCF effort, we wish to extend our particular appreciation to the following groups and individuals whose commitment, cooperation, hard work and, in many cases, unfailing good humor made the Conference successful.

In particular, we wish to thank President and Mrs. Carter for their consistent support. We also wish to express our appreciation to the following members of the White House staff for their extraordinary assistance and help:

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Fran Voorde
Jack Watson
Sarah Weddington
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Doris Wilson

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John Williams
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The National Endowment for the Humanities made possible the unique National Research Forum of Family Issues. Our thanks and appreciation go to Chairman Joseph Duffey, Marty Sullivan, and Lynn Smith who helped provide this essential support. The people who played a key role in planning the Research Forum are Robert Hill, Research Director of the National Urban League, who chaired the Planning Committee and the members of his committee:

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American University

Manuel Diaz
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Wilton Dillon
Smithsonian Institution

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Black Child Development Institute

David Musto
Senior Research Scientist
Yale University

Robert Rice
Director, Policy Analysis and Development
Family Service Association of America

Their long hours and commitment helped make the Research Forum a stimulating exchange.

Hearings

In each of our seven hearing states, a variety of individuals and organizations came forward to make crucial contributions to their success. We would like to acknowledge and thank the following and the hundreds of others who made these hearings happen.

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Governor John Carlin and Ramona Carlin
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Carla Crook
Cindy Entrikan
Nancy Hodges
Janice Hudson
Nell Richmond
Jolene Schwertferger
Dr. Charles Smith
Rick Warner
Marie Williams
The Children's Place
The Shepard's Center

Tennessee

Governor and Mrs. Lamar Alexander
Mayor Wythe Chandler, Memphis
Mayor Richard Fulton, Nashville
Mayor William Morris, Shelby County
Senator Howard Baker
Senator Jim Sasser
Congressman Robin Beard
Congressman William Boner
Congresswoman Marilyn Lloyd Bouquard
Congressman Harold Ford
Congressman Albert Gore, Jr.
Congressman Ed Jones
The Honorable Ned Ray McWherter
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Darrel Akins
Lisa Barnes
Rick Barton
Janice BoBo
Burl Boykin
Josie Burson

Colorado

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Rodney Hammond
Joe Hill
George Kimble
Sally Levine
David McDole
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Gay Moskowitz
Kate Mullins
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Runaway Center
Shelter for Abused and Homeless Women

Michigan

Governor William Milliken
Mayor Coleman Young, Detroit
Mayor David Shepherd, Oak Park
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Senator Donald Riegle, Jr.
Senator Carl Levin
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Washington

Mayor Charles Royer, Seattle
Mayor Betty Edmundson, Yakima
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Conferences

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Disneyland Jazz Minors
Compton Youth Orchestra
Twentieth Century-Fox

Celebrations of Families

The White House Conference on Families

was enriched by the cultural Celebration of Families in each of our three Conference cities and Washington, D.C. With the help of the National Endowment for the Arts, local performers and artists entertained the delegates at each Conference. These events portrayed and reflected the strengths and cultural diversities of families.

We wish to thank Livingston Biddle, Paul Asciola, and the National Endowment for the Arts, the local Arts Councils, the hundreds of talented performers, and the following companies and individuals who contributed to the excitement of these celebrations.

Baltimore Celebration of Families

Mayor William Donald Schaefer and Staff
Helen Quackenbush and the Morris-Mechanic Theatre
Ms. June Thorne, Producer
Allegheny Pepsi-Cola Bottling Company
Burger King Corporation
Cafe de Artiste
Federation of Milk Producers
Food Marketing Institute
Georgia Peanut Commission
United Fresh Fruit and Vegetables Association/Maryland Division
Wine Institute
Karen Little
Sylvester Campbell, Maryland Ballet Company
Nathan Carter, Morgan State University Choir
Ethel Ennis
Ann Saslav, Baltimore Symphony
Maria Morales, Spanish Dancers
Louise Wiener
Samuel Wilson, Arena Players

Minneapolis Celebration of Families

Mayor Donald Fraser and Staff
The Minneapolis Arts Commission, Melisande Charles, Director
General Mills, Inc.
The IDS Center
Ms. Colleen Kelly, Producer
Ms. Lynn Kremer-Babcock, Producer
Austin P. Sullivan, Vice President of Public Affairs, General Mills, Inc.
David Nasby, Director of Community and Civic Affairs, General Mills, Inc.
Padilla and Speer
Oxford Development Company
Marquette Hotel
The American Swedish Spelmans Trio
The Dolina Polish Folk Dancers
El Ballet Folklorico de Minnesota
The Minnesota Ethnic Dance Theatre
The Happy Wanderers
Heart of the Beast
JCL Dancers
Minnesota Vocal Jazz Ensemble
Sabathani Choir
Sounds of Blackness
The Tappers
Ukranian Dance Company
Native American Dancers

Los Angeles Celebration of Families

Mayor Thomas Bradley and Staff
Rodney Punt, Director, Cultural Affairs Department, Los Angeles
Disneyland
Representative Tony Coelho
Association of Produce Dealers
Fresh Produce Dealers
Paul Masson Vineyard
Ralph's Grocery Company
Sun-Maid Raisins
George Milan
Allen Egan
John La Pinta
Bill Vestal
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Carolina Russek Dancers
Los Angeles Mime Guild
R'Wanda Lewis Afro-American Dancers
Kinarra Taico Drummers of Temple Senshin
Aman Folk Ensemble

Smithsonian Reception Celebrating Families

Wilton Dillon and the Smithsonian Institution
Adventure Theatre
Almaden Vineyard
Archaesus Productions
Buckles
Chuckles
Eric Bass Puppets
Georgetown Day School

Grand Union
Mann Potato Chip Company
McDonald's Corporation
Patti-Cakes
Ridgewell's Caterers
Solo Cups

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Appendix F

> **"The achievements of the White House Conference on Families couldn't have been accomplished without the dedication, efficiency and loyalty of an extraordinary talented staff willing to work long, uncompensated hours, always under tight deadlines."**
>
> Judge Norman Fenton, NAC Member

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*Detailed on a full-time basis to the White House Conference on Families.
**Part-time detailee.
***On loan from General Motors Corporation.

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The staff of the White House Conference on Families, working as a team, in less than 12 months played a key role in 14 days of hearings, 500 state events, a Research Forum, 15 briefings of national organizations, more than 20 publications and reports, three White House Conferences, and a National Task Force.

> **"Our blurred political vision, I believe, has produced public policy that has not yet caught up with the changes the family is undergoing. It seems as if the last questions we ask of any policy is how would it affect parents and their children?"**
> Sharon Bailey, Denver Hearing

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